

## Conceptual Agreement- 8/14/25

### Article 101 Recognition

**101.01** The Board recognizes the Association as the sole and exclusive bargaining representative for all teachers of the District. For purposes of this Agreement, the term “teachers” shall mean the certificated teaching employees of the Columbus City School District including, but not limited to, certificated/licensed teachers, nurses, occupational therapists, physical therapists, dental hygienists, full-time (minimum of six (6) hours per day and a minimum of thirty-seven (37) weeks per year) hourly-rated teachers, part-time employee positions that are scheduled for more than twelve (12) hours each week during the school year and require licensure from the Ohio Department of Education (“part-time teachers”), parttime hourly-rated tutors who work regularly during the majority of the school year, latchkey teachers, ~~and~~ instructional support substitutes, **AND BUILDING SUBSTITUTES**. “Teachers” shall also mean other regular full-time professional staff members except classified and civil-service type personnel and except instructional assistants and educational media aides. Members of the bargaining unit as defined above may hereinafter be referred to as “teachers” or “members of the bargaining unit.” However, only those provisions of this Agreement which are specifically identified as applicable to hourly-rated tutors, latchkey teachers, instructional support substitutes, **BUILDING SUBSTITUTES**, and part-time teachers shall apply to such employees. The bargaining unit shall include a person hired as a regular contract teacher who (a) fails to pass the appropriate PRAXIS test(s) within the first sixty (60) work days and (b) serves in the same assignment for more than forty-five (45) days so long as the person is continued in that same assignment. All employees herein defined as teachers shall be members of the bargaining unit, but said bargaining unit shall exclude the Superintendent, Deputy Superintendent, assistant Superintendents, principals, assistant principals, and other administrative or supervisory personnel. “Other administrative or supervisory personnel” shall include any certificated or professional employee having the authority to responsibly direct other certificated or professional employees and the authority to hire, transfer, assign, promote, discharge or discipline other certificated or professional employees, or to responsibly recommend such action.

### 101.02 Subcontracting

**C.** At no time, except as agreed upon by the Board and the Association, shall the number of subcontracted positions performing bargaining unit work exceed ~~fifteen (15)~~ **ELEVEN (11)** percent of the total number of bargaining unit members on payroll, on a full-time equivalent (FTE) basis, as provided to the Association consistent with the provisions of Article 109.02(A). A list of all subcontracted positions performing bargaining unit work shall be provided to the Association concurrently and shall include the position title, FTE(s), and vendor.

### Article 108

#### Board-Association Consultation

**108.02** During the term of this Agreement, the Superintendent and designees shall meet on a regular basis, generally once a month, with not more than five (5) representatives of the Association to discuss matters of policy, procedure, safety, reports of outstanding payments owed to teachers and proposed payment dates, **SHIFTS IN STUDENT ASSIGNMENT AND ENROLLMENT, APPROPRIATE SCHOOL FUNDING**, and programs of the school district (**“THE JOINT LABOR-MANAGEMENT COMMITTEE”**). In order to promote a free exchange of views, all matters discussed in such meetings shall be considered confidential by all parties unless otherwise noted in the meetings.

### NEW ARTICLE 112 SENIORITY

#### 112.01 SENIORITY

**FOR ALL PURPOSES OF THIS AGREEMENT, SENIORITY SHALL BE MEASURED FROM THE FIRST DAY OF PAID STATUS RESULTING FROM THE MOST RECENT EMPLOYMENT BY THE BOARD AS A MEMBER OF THE ASSOCIATION BARGAINING UNIT. IN CASE OF A TIE, THE DATE OF BOARD ACTION TO EMPLOY SHALL DETERMINE SENIORITY. IN CASE OF IDENTICAL SENIORITY OF TWO (2) OR MORE BARGAINING UNIT MEMBERS, THE LAST FOUR DIGITS OF EACH BARGAINING UNIT MEMBER’S SOCIAL SECURITY NUMBER WILL BE COMPARED FOR THE TIE-BREAKER, AND THE BARGAINING UNIT MEMBER WITH THE LARGER NUMBER WILL BE DEEMED MORE SENIOR. FOR PURPOSES OF THIS ARTICLE, 9999 WILL BE CONSIDERED THE HIGHEST NUMBER AND 0000 WILL BE THE LOWEST. FOR EXAMPLE, IF THE LAST FOUR DIGITS OF THE BARGAINING UNIT MEMBERS’ SOCIAL SECURITY NUMBERS ARE 1035 AND 2079, THE BARGAINING UNIT MEMBER WITH 2079 WILL BE MORE SENIOR.**

### Article 206 Teaching Environment and New Buildings

#### NEW 206.17

- A. BARGAINING UNIT MEMBERS SHALL BE ASSIGNED WORKSPACE APPROPRIATE TO COMPLETE THEIR WORK DUTIES IN EACH OF THEIR ASSIGNED WORK LOCATIONS.**
- B. NO LATER THAN THE END OF THE FIRST ACADEMIC QUARTER OF THE 2025-2026 SCHOOL YEAR, ALL BARGAINING UNIT MEMBERS SHALL HAVE THE ABILITY TO ACCESS ALL ASSIGNED WORK SPACES AND TO LOCK ASSIGNED WORK SPACES (OR DESIGNATED SAFETY AREAS AS IDENTIFIED TO THE BARGAINING UNIT MEMBER NO LATER THAN THE FIRST STUDENT ATTENDANCE DAY OF EACH SCHOOL YEAR) IN THE EVENT OF EMERGENCIES.**

### Article 208 Classroom Atmosphere

**208.10** Each principal shall keep a copy of the 190 Corrective Measures Forms **BEHAVIOR REFERRALS SHALL BE ENTERED AND MAINTAINED IN THE STUDENT INFORMATION SYSTEM.** ~~that the principal deems to involve Level 3 behaviors separate from other 190 forms. Upon request, such copies shall be made available in a timely manner for the Senior Faculty Representative for review.~~

~~208.11~~ Principals shall ~~return~~ **ENTER A RESOLUTION FOR** all ~~190-Corrective-Measure-forms~~ **BEHAVIOR REFERRALS** to the originating staff member with the corrective action noted **IN THE STUDENT INFORMATION SYSTEM** within three (3) work days of receiving it unless there are extenuating circumstances, in which case it shall be ~~returned~~ **ENTERED** reasonably promptly. The Principal's disposition **RESOLUTION** shall be entered into the student information system **AND MAY BE ACCESSED BY STAFF MEMBERS CONSISTENT WITH FEDERAL AND STATE LAW. UPON REQUEST, DE-IDENTIFIED AND/OR AGGREGATE DATA SHALL BE MADE AVAILABLE IN A TIMELY MANNER FOR THE SENIOR FACULTY REPRESENTATIVE FOR REVIEW.**

#### **Article 210 Teacher-Parent/Legal Guardian Conferences and Reports to Parents**

**210.02** If a high school pupil or a middle school pupil in an academic course has been given a failing grade in a teacher's subject area during any grading period and/or the pupil has been designated as a disciplinary problem by a teacher, the teacher involved shall make a concerted effort to conduct at least one (1) personal conference with the pupil's parents during the current grading period ~~or the following interim reporting period~~. In addition, all middle and high school teachers are encouraged to conduct further personal conferences during the school year, as possible, with the parents of the other pupils in their teaching area. Such conferences with parents shall be conducted during the school day, at school, or in the home, and shall be reported to the principal ~~on a form~~ **USING THE BOARD APPROVED STUDENT INFORMATION SYSTEM IN A MANNER** mutually approved by the Board and the Association.

**210.03** The grade reporting system shall be based on four (4) grading periods per school year, with each grading period covering approximately nine (9) weeks.

1. Teachers shall communicate with families regularly about student academic performance, discipline problems, and irregular attendance throughout the school year. This provision is inclusive of in-person contact, such as conferences. Contacts and contact attempts shall be documented in the district-provided student information system.
2. For grades six (6) through twelve (12):
  - a. Teachers shall ~~keep families informed of student progress by regularly updating~~ **UPDATE** assignments and grades in their district-provided electronic gradebook **EVERY TEN (10) TEACHER ATTENDANCE DAYS BEGINNING ON THE FIRST DAY OF STUDENT ATTENDANCE.**
  - b. The grade entry window shall be open beginning ~~five (5)~~ **TWELVE (12)** school days before the end of each grading period and ending the day prior to distribution of grade reports.
3. For grades Pre-Kindergarten through grade five (5):
  - a. The grade entry window shall be open beginning **TWELVE (12)** ~~five (5)~~ school days before the end of each grading period and ending the day prior to distribution of grade reports.
4. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule.
  - a. Teachers of students in grade twelve (12) shall enter their students' final and fourth quarter grades as soon as practicable following the last day of grade twelve (12) student attendance.
5. Notwithstanding the above, all teachers shall comply with all progress monitoring requirements identified in students' IEPs and/or 504 plans.

#### **Article 211 Assignments and Transfers**

**NEW 211.01(J) FOR BARGAINING UNIT MEMBERS APPLYING FOR PLACEMENT THROUGH 211.01 OR 211.02 PROCESSES AND UTILIZING THE ALTERNATIVE PATHWAY FOR LICENSURE, A STATEMENT OF ELIGIBILITY SHALL BE DEEMED SUFFICIENT FOR THE PURPOSES OF DEMONSTRATING LICENSURE, CERTIFICATION, AND/OR ENDORSEMENT FOR UP TO TWENTY-FOUR (24) MONTHS FROM THE DATE OF APPLICATION. THIS WINDOW MAY BE EXTENDED AT THE SOLE DISCRETION OF THE SUPERINTENDENT OR DESIGNEE.**

#### **NEW 211.02 POSTING AND FILLING OF HIGH NEEDS POSITIONS**

**NOTWITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT, THE FOLLOWING PROCEDURES SHALL BE THE EXCLUSIVE PROCESS FOR THE POSTING AND FILLING OF ANY BARGAINING UNIT POSITION DEEMED A "HIGH NEEDS POSITION" IN ACCORDANCE WITH THIS SECTION AND SUCH POSITIONS SHALL NOT OTHERWISE BE SUBJECT TO THE PROVISIONS OF SECTION 211.01.**

- A. NOT LATER THAN THE FIRST SCHOOL DAY ON OR AFTER NOVEMBER 1 OF EACH SCHOOL YEAR, THE SUPERINTENDENT OR DESIGNEE SHALL PREPARE THE FOLLOWING:**
  - 1. A LIST OF ALL BARGAINING UNIT POSITIONS ("HIGH NEEDS POSITION") BY WORK LOCATION, FOR WHICH THE SUPERINTENDENT OR DESIGNEE, IN THEIR SOLE DISCRETION, ANTICIPATES HAVING SIGNIFICANT AND/OR CHALLENGING STAFFING NEEDS FOR THE FOLLOWING SCHOOL YEAR ("STAFFING NEEDS LIST). THE LICENSURE REQUIRED FOR SUCH POSITION WILL BE IDENTIFIED AS "HIGH NEEDS" UNDER SECTION 912.02(A).**
  - 2. A SENIORITY LIST OF ALL CEA BARGAINING UNIT MEMBERS PRESENTLY EMPLOYED IN EACH HIGH NEEDS POSITION, BY WORK LOCATION, BASED UPON THE DEFINITION OF SENIORITY OF THIS AGREEMENT ("WORK LOCATION SENIORITY LIST"). THE SUPERINTENDENT OR DESIGNEE AND THE ASSOCIATION PRESIDENT OR DESIGNEE SHALL JOINTLY REVIEW AND APPROVE A FINAL VERSION OF THE WORK LOCATION SENIORITY LIST.**
  - 3. A LIST OF BARGAINING UNIT MEMBER WORK LOCATIONS, ASSIGNMENTS AND/OR CLASSROOMS WITHIN THE IDENTIFIED HIGH NEEDS POSITIONS WHICH CAN BE GUARANTEED FOR THE FOLLOWING SCHOOL YEAR ("GUARANTEED ASSIGNMENT LIST").**

- B. FOLLOWING DISTRIBUTION OF THE WORK LOCATION SENIORITY LIST AND GUARANTEED ASSIGNMENT LIST, THE SUPERINTENDENT OR DESIGNEE SHALL DISTRIBUTE AN ELECTRONIC FORM TO BE COMPLETED BY EACH BARGAINING UNIT MEMBER PRESENTLY EMPLOYED IN A HIGH NEEDS POSITION DURING THE CURRENT SCHOOL YEAR. SUCH BARGAINING UNIT MEMBERS MAY INDICATE THEIR INTENT TO REMAIN IN THE CURRENT POSITION OR THEIR INTENT TO PARTICIPATE IN THE POSITION BID PROCESS FOR THE SUBSEQUENT SCHOOL YEAR BY SUBMITTING THE FORM WITHIN THREE (3) SCHOOL DAYS OF DISTRIBUTION OF THE FORM. BARGAINING UNIT MEMBERS WHO DO NOT COMPLETE THE FORM WILL BE DEEMED TO RETAIN THEIR CURRENT POSITION. THE SUPERINTENDENT OR DESIGNEE SHALL COMPARE THE STAFFING NEEDS LIST AND THE WORK LOCATION SENIORITY LIST AND SHALL DETERMINE BY ORDER OF SENIORITY, WHICH BARGAINING UNIT MEMBERS WILL BE GUARANTEED THEIR CURRENT POSITION FOR THE SUBSEQUENT SCHOOL YEAR.
- C. NOT LATER THAN NOVEMBER 30 OF EACH SCHOOL YEAR, BARGAINING UNIT MEMBERS WHO INDICATED THEY DID NOT WISH TO REMAIN IN THEIR CURRENT POSITION FOR THE SUBSEQUENT SCHOOL YEAR, SHALL BE ELIGIBLE TO BID ELECTRONICALLY ON REMAINING POSITIONS FROM THE STAFFING NEEDS LIST, BY ORDER OF SENIORITY. THIS BID SHALL BE CONDUCTED IN ACCORDANCE WITH RULES MUTUALLY AGREED UPON BY THE SUPERINTENDENT OR DESIGNEE AND THE PRESIDENT OR DESIGNEE. PRIOR BUILDING COMMITMENTS SHALL NOT BE CONSIDERED FOR PURPOSES OF BID ELIGIBILITY. BARGAINING UNIT MEMBERS WHO ARE PLACED UTILIZING THIS BID PROCESS SHALL NOT BE ELIGIBLE TO PARTICIPATE IN THE PROCEDURES UNDER SECTION 211.01 OR 211.05, AND WILL NOT BE SUBJECT TO THE INVOLUNTARY TRANSFER PROVISION OF SECTIONS 211.03 DURING THE SUBSEQUENT SCHOOL YEAR.
- D. ONCE THE SECTION 211.02 (C) BID PROCESS HAS BEEN COMPLETED, THE SUPERINTENDENT OR DESIGNEE MAY, IN THEIR SOLE DISCRETION FILL ANY REMAINING VACANT POSITIONS ON THE STAFFING NEEDS LIST WITH EXTERNAL CANDIDATES UNTIL TWO (2) SCHOOL DAYS PRIOR TO THE POSITING AND POSITIONS PURSUANT TO SECTION 211.01(A) OF EACH SCHOOL YEAR, AND AFTER THE ARTICLE 211.05 JOB FAIR.
- E. BARGAINING UNIT MEMBERS WHO ARE NOT PLACED PURSUANT TO THIS SECTION 211.02, RETAIN ALL OTHER RIGHTS TO PARTICIPATE IN THE ARTICLE 211 PROCESS.
- F. HIRING AND PLACEMENT OF EXTERNAL CANDIDATES FOR VACANT BARGAINING UNIT POSITIONS(S) OF SCHOOL PSYCHOLOGISTS, SCHOOL NURSES, OCCUPATIONAL THERAPISTS, PHYSICAL THERAPISTS, SPEECH-LANGUAGE PATHOLOGISTS, SCHOOL SOCIAL WORKERS, AND AUDIOLOGISTS MAY OCCUR AT ANY TIME WITHOUT REGARD FOR THE PROVISIONS OF ARTICLE 211.

#### **211.023 Involuntary Transfers**

Transfers will be on a voluntary basis, whenever possible. However, correct and proper operation of the school district will necessarily require that involuntary transfers be made. In making involuntary transfers, the convenience and wishes of the individual teacher will be honored to the extent that these considerations do not conflict with the instructional requirements and best interest of the school district and the pupils. If the teacher so elects, involuntary transfers will only be made after a conference between the teacher, principal and Chief of Human Resources, or the designated representative from the Human Resources Department, concerning the basis for this transfer. The teacher involved may be accompanied by an Association representative of the teacher's choice at such conference. **IN THE EVENT THAT THE SUPERINTENDENT OR DESIGNEE DETERMINES THAT IT IS NECESSARY TO INVOLUNTARILY TRANSFER FIVE (5) OR MORE BARGAINING UNIT MEMBERS AT THE SAME TIME, THE ASSOCIATION PRESIDENT OR DESIGNEE(S) AND SUPERINTENDENT OR DESIGNEE(S) SHALL MEET AT LEAST TWO (2) DAYS PRIOR TO THE EFFECTIVE DATE OF THE INVOLUNTARY TRANSFERS TO DISCUSS TRANSFER PROCEDURES THAT MITIGATE, TO THE EXTENT PRACTICABLE, ADVERSE IMPACT ON TEACHERS AND STUDENTS. THIS MEETING SHALL FULFILL THE REQUIREMENT TO HOLD A CONFERENCE AS DESCRIBED IN THIS PARAGRAPH.** After the date the above conference/**MEETING** has been made available by the Human Resources Department, teachers shall be given a minimum of ~~two (2)~~ **FIVE (5)** school days' notice before receiving students in their new assignment. ~~if the transfer is to be carried out.~~ Teachers transferred involuntarily during the school year, after students have initially reported, shall be provided ~~two (2)~~ **FOUR(4)** school days without pupils to work in the school they are leaving and to work in their newly assigned school in preparation for their new teaching duties. At least ~~one~~ **TWO** of the ~~two~~ **FOUR** such days shall be in the newly assigned school.

#### **211.034 Staff Reductions**

- A. Staff reduction transfers which occur because of declining enrollment or because of other personnel reductions at a given school or in a given program shall be based on seniority. ~~as provided herein. Seniority shall be measured from the first day of paid status resulting from the most recent employment by the Board as a member of the Association bargaining unit. In case of a tie, the date of Board action to employ shall determine seniority.~~ Except as provided elsewhere, the staff member(s) to be transferred shall be the least senior teacher(s) within the given elementary school's grade level category to be reduced or within the given middle or high school's teaching area to be reduced.
- A. Beginning with and during the term of this Agreement, in the event the Administration determines that staff reduction is necessary in the city-wide programs listed below, and as further delineated in a September 1, 1983 memo (amended June 3, 1992) from the Office of Labor Relations to the Association, teachers who are staff reduced and continue on paid status shall have reassignment rights to such city-wide programs for thirty-six (36) months. Reassignment shall be on the basis of seniority ~~as measured from the most recent date of employment by the Board as a member of the Association bargaining unit~~ without regard for unpaid leaves since such date.
  - Elementary Field Librarians
  - Elementary School Counselors
  - School Social Workers
  - Professional Specialists
  - Special Education Teachers (per same program listing as Special Education Coordinators)

Special Education Consultants  
Work Study Coordinators  
School Nurses  
Staff Development/Human Relations  
Psychologists  
Occupational Therapists  
Physical Therapists

#### **211.045 Job Fair**

#### **211.056 Miscellaneous**

**NEW C. BARGAINING UNIT MEMBERS WHO ARE NOT CLASSROOM BASED MAY EXPRESS THEIR PREFERENCES RELATED TO THEIR ASSIGNMENTS FOR THE FOLLOWING YEAR BY SUBMITTING SUCH PREFERENCES IN WRITING TO THEIR DEPARTMENT SUPERVISORS PRIOR TO FEBRUARY 1.**

**NEW D. NOT LATER THAN THE 211.01(A) POSTINGS EACH SCHOOL YEAR, UP TO THREE (3) REPRESENTATIVES DESIGNATED BY THE BOARD WILL MEET WITH UP TO THREE (3) REPRESENTATIVES DESIGNATED BY THE ASSOCIATION PER DEPARTMENT TO DISCUSS POTENTIAL MODIFICATIONS OF ASSIGNMENTS, INCLUDING STUDENT NEEDS, PERCENTAGE OF FULL-TIME EQUIVALENTS AT BUILDINGS, SCHOOL CONSOLIDATION OR EXPANSION, AND TRAVEL BETWEEN BUILDINGS FOR THE FOLLOWING SCHOOL YEAR. THE BOARD SHALL MAKE THE FINAL DETERMINATION REGARDING ASSIGNMENTS. NOTIFICATION OF INTENDED ASSIGNMENTS FOR THE FOLLOWING SCHOOL YEAR SHALL BE MADE ON OR BEFORE THE LAST TEACHER ATTENDANCE DAY OF EACH SCHOOL YEAR.**

~~EE.~~ Teachers under contract during a school year will be notified in writing of their teaching assignment for the following school year not later than the close of the current school year. Such notification shall include the teacher's proposed salary, school assignment and subject assignment. Any change in such assignment required by the needs of the school district will be made known to the teacher, in writing, as soon as possible.

~~EF.~~ Teachers shall not be involuntarily assigned outside the scope of their teaching certificates/licenses or their major or minor field of certification/licensure, except in an emergency situation. Such emergency assignment shall not continue beyond the remainder of the contract year.

~~EG.~~ Involuntary transfers resulting from the evaluation process will be made in compliance with Section 211.02 above.

~~EH.~~ Any position filled by a procedure other than the interview/selection process shall be posted as a vacancy on the first teacher workday following April 1.

~~EI.~~ A six-member joint Association/Board committee shall be appointed to oversee implementation of Article 211. The joint committee may consider delaying the interview/selection process for teachers in multiple buildings or in city-wide positions, in whole or in part until 1999.

#### **211.067 Inter-School Travel**

#### **211.078 Instructional Rounds**

Instructional Rounds are ~~defined as a tool used for nonevaluative observations of a teacher by another teacher or administrator for the purpose of improving student instruction, practice and student learning~~ **A SPECIFIC FORM OF NONEVALUATIVE FEEDBACK WHICH REFERS TO BOARD EMPLOYEE USE OF THE HARVARD GRADUATE SCHOOL OF EDUCATION INSTRUCTIONAL ROUNDS PROCESS ("INSTRUCTIONAL ROUNDS IN EDUCATION") AS PUBLISHED IN APRIL 2009.**

~~A1.~~ Instructional Rounds and all other tools used for nonevaluative teacher observation shall not be used by the district and/or its agents to supplant, modify or otherwise compromise the standards, procedures and instruments for teacher evaluation recognized and contained within this Agreement.

~~B2.~~ Instructional Rounds and all other tools used for non-evaluative teacher observation shall not be used by the district and/or its agents to supplant, modify or otherwise compromise the content of any part of this Agreement.

~~C3.~~ Any written document generated as a result of Instructional Rounds or any other non-evaluative teacher observation shall remain the property of the observer. Said property, whether written or verbal, should not be disclosed or attributed to any individual or classroom. This property, written or verbal, shall not become part of any teacher's personnel file or evaluation.

~~D4.~~ If either party wishes, the parties will meet to ensure that Instructional Rounds protocols are implemented in a manner consistent with the expression and spirit of this section. If consensus cannot be reached following this meeting, either party can issue a written notice to suspend Instructional Rounds until there is mutual agreement that the resumption of Instructional Rounds will be implemented with the expression and spirit of this section.

~~E5.~~ Bargaining unit members involved in Instructional Rounds shall be provided with appropriate training in Instructional Rounds protocols **PRIOR TO IMPLEMENTATION** and adequate time for the meetings and observations to occur within the work day.

~~F6.~~ The professional Instructional Rounds team shall include the Senior Association Faculty Representative or Association designee.

~~G.~~ This section does not limit or apply to administrator nonevaluative observations in classrooms/buildings or work of coaches and coordinators who support instructional improvement.

**NEW 211.09 Nonevaluative Classroom Visits**

**A. NONEVALUATIVE CLASSROOM VISITS REFER TO CLASSROOM VISITS BY BOARD EMPLOYEES FOR THE PURPOSE OF IMPROVING INSTRUCTIONAL PRACTICES, CURRICULUM IMPLEMENTATION, AND STUDENT LEARNING. ANY WRITTEN NONEVALUATIVE FEEDBACK GENERATED FROM THE VISIT SHALL NOT BECOME PART OF ANY TEACHER’S PERSONNEL FILE OR EVALUATION.**

**Article 214 Lesson Plans**

- A. Evidence of planning shall be required of each teacher and plans shall be available for review by the principal/supervisor upon their request. **SUCH REQUESTS SHALL NOT BE MADE IN AN ARBITRARY OR CAPRICIOUS MANNER. FOR PRESCHOOL/PRE-KINDERGARTEN, THE TEACHER’S PLAN SHALL BE CONSISTENT WITH THE REQUIREMENTS OF STEP UP TO QUALITY. FOR GRADES K-12, THE TEACHER’S PLAN SHALL INCORPORATE LEARNING OBJECTIVES AND ACTIVITIES ALIGNED TO OHIO’S LEARNING STANDARDS TAKING INTO ACCOUNT STUDENT NEEDS.** The principal/supervisor shall be permitted to make a copy of the plan upon request.
- B. For planned absences of classroom teachers, a substitute lesson plan must be available for substitutes to facilitate instruction when the teacher is absent. This substitute lesson plan shall contain the basic information necessary for a substitute to provide instruction aligned to the curriculum for the term of the absence, up to five (5) days.
- C. AT ALL TIMES DURING THE SCHOOL YEAR, A TEACHER SHALL HAVE PREPARED SUBSTITUTE LESSON PLANS FOR AT LEAST TWO (2) DAYS OF UNPLANNED ABSENCES THAT CONTAIN THE BASIC INFORMATION NECESSARY FOR A SUBSTITUTE TO PROVIDE INSTRUCTION ALIGNED TO THE CURRICULUM.**

**Article 301 Class Size**

**301.01** Classes shall be organized and maintained in compliance with the Administrative Policy on Class Size and the class size limitations provided in such policy dated August 31, 1992, or as modified in compliance with the provisions included in such policy as shown below:

**~~Administrative Policy on Class Size Effective August 1, 1997~~**

~~The following shall constitute the Administrative Policy on Class Size of the Columbus City Schools:~~

- ~~1. All school and grade level regular elementary classes (kindergarten and grades 1–5) will be organized in each school building on the basis of approximately 25 pupils per classroom teacher. Variations will be necessary because of different grade level enrollment totals. Classes which exceed 30 28 pupils on October 1 will be reduced so that no class will exceed 30 28 pupils except that if the teacher(s) involved so elect and the principal so elects, a given class(es) may exceed 30 28 pupils as an alternative to reorganization of the classes within the given school (29 pupils rather than 30 pupils beginning in 1998-1999 for grade K–3; 28 pupils beginning in 2020–21 for grade Kindergarten; 27 pupils beginning in 2021–2022 for grade Kindergarten and 28 pupils beginning in 2021–22 for grade 1; beginning in 2022–2023, 27 pupils for grade Kindergarten and grade 1 and 28 pupils for grade 2; beginning in 2023–2024, 27 pupils for grade Kindergarten – grade 2 and 28 pupils for grade 3; beginning in 2024–2025, 27 pupils for grade Kindergarten – grade 3 and 28 pupils for grade 4. In 2025-2026, 27 pupils for grades Kindergarten – grade 4 and 28 pupils for grade 5, and for 2026-2027 and going forward, 27 pupils for grades Kindergarten – grade 5. Phase in of class size reduction will continue until the maximum class size is 27 pupils for grades K–5).~~
- ~~2. All middle school academic classes will be organized in each school building on the basis of approximately 30 pupils per classroom teacher. Variations will be necessary because of different grade level enrollment totals. Classes which exceed 35 33 pupils (33 pupils effective with the 2023–2024 school year) on October 1 and class loads which exceed an average of 30 pupils per academic period for an individual teacher on October 1 will be reduced so that no class will exceed such maximums, except that if the teacher(s) involved so elect and the principal so elects, a given class or a given teacher’s class load may exceed such maximums as an alternative to reorganization of the classes within the given school.~~
- ~~3. All high school academic classes will be organized in each school building so as to have an average class size in each departmental area of approximately 28 pupils per class. Classes which exceed 36 34 pupils on October 1 will be reduced so that no class will exceed 36 34 pupils (34 pupils effective with the 2023–2024 school year), except that if the teacher(s) involved so elect and the principal so elects, a given class(es) may exceed 36 34 pupils (34 pupils effective with the 2023–2024 school year) as an alternative to reorganization of the classes within the given school.~~

**NEW 6. THE MAXIMUM CLASS SIZE LIMIT FOR ENGLISH LEARNER (EL) CLASSES GRADES K-5 SHALL BE ORGANIZED WITH NO MORE THAN 15 PUPILS PER EL TEACHER PER EL CLASS TIME. NO GRADES 6-12 EL TEACHER SHALL BE ASSIGNED A ROSTER OF MORE THAN ONE-HUNDRED (100) EL STUDENTS EXCLUSIVE OF STUDY HALL.**

**Article 302 Teacher Class Load**

**302.01** The class load for middle and high school teachers shall not exceed five (5) academic class periods per day and/or twenty-five (25) academic class periods per week. Middle and high school teachers shall have one period for lunch, one period for ~~conference~~ **PLANNING**, and one period for duty, equal to the length of a student academic period. High school English teachers shall receive two (2) ~~conference~~ **PLANNING** periods per day.

**302.02 Elementary Planning-Preparation Time**

Full-time teachers, including preschool/pre-kindergarten, in elementary schools shall have planning/~~preparation~~ time averaging ~~approximately~~ forty-five (45) minutes per **STUDENT ATTENDANCE** day **OVER A TWO WEEK PERIOD**. Such planning ~~preparation~~ time shall be considered to be a portion of the unassigned time during the teacher’s regular work day. Meetings shall not be scheduled on Monday or Friday mornings in elementary schools.

**NEW 302.07 UNLESS OTHERWISE REQUIRED BY STATE LAW OR REGULATIONS, TEACHER BASED TEAM (TBT) MEETINGS SHALL OCCUR NO MORE THAN BI-WEEKLY, FOR NOT MORE THAN FORTY-FIVE (45) MINUTES PER MEETING.**

**Note:** Change all references to MS/HS conference period to planning.

## **Article 303 Online Learning**

### **303.03 Online Learning Courses**

A. Bargaining unit members, at their sole discretion and in limited circumstances, may elect to provide in-person learning and live-streaming to a remote location at the same time for class(es). A staff member will be present with students participating remotely in a school building. Requests to teachers to provide voluntary live-streaming shall be intended to expand course offerings and shall be limited to the following courses in grades 9–12: foreign language [other than Spanish or French level one (1) through three (3)], AP, IB, Statistics and Social Justice, and College Credit Plus. **COURSES MAY BE ADDED TO THE LISTING OF COURSE OFFERINGS BY MUTUAL AGREEMENT OF THE SUPERINTENDENT AND ASSOCIATION PRESIDENT.**

B. If deemed an appropriate accommodation as the result of a 504 or IEP team meeting, due process or mediation case, a bargaining unit member may be required to provide live instruction to certain students who are remote while also providing in-person instruction.

## **Article 305 Special Education**

### **NEW 305.05**

- A. THE PROVISIONS OF THIS SECTION APPLY TO ALL INTERVENTION SPECIALISTS (INCLUDING SPECIAL NEEDS PRE-SCHOOL), SPEECH LANGUAGE PATHOLOGISTS, OCCUPATIONAL THERAPISTS, PHYSICAL THERAPISTS, AND ADAPTIVE PHYSICAL EDUCATION TEACHERS, WHO PROVIDE SPECIALLY DESIGNED INSTRUCTION (“SDI”), AS DEFINED BY THE INDIVIDUALS WITH DISABILITIES EDUCATION ACT (IDEA).
- B. IN CONSIDERATION OF REQUIRED RECORD KEEPING, INCLUDING BUT NOT LIMITED TO THE MAINTENANCE OF INDIVIDUALIZED EDUCATION PROGRAMS FOR STUDENTS BEING PROVIDED WITH SDI, ELIGIBLE CEA BARGAINING UNIT MEMBERS, AS DEFINED BY PARAGRAPH A, SHALL BE PAID A STIPEND FOR PROVIDING SDI TO MORE STUDENTS THAN IDENTIFIED IN O.A.C. 3301-51-09(I)(2)-(3).
- C. THE CALCULATION OF THE STIPEND SHALL OCCUR AS FOLLOWS FOR EACH SCHOOL YEAR DURING THE LIFE OF THE MASTER AGREEMENT:
- A STIPEND EQUAL TO EIGHT (8) HOURS AT THE APPLICABLE SUPPLEMENTAL HOURLY RATE, AS IDENTIFIED IN ARTICLE 903 OF THE MASTER AGREEMENT, WILL BE PAID FOR EACH STUDENT ABOVE THE NUMBER IDENTIFIED IN O.A.C. 3301-51-09(I)(2)-(3) FOR THE PERIOD OCTOBER 1 THROUGH AND INCLUDING THE SECOND QUARTER RECORDS DAY.
  - A STIPEND EQUAL TO EIGHT (8) HOURS AT THE APPLICABLE SUPPLEMENTAL HOURLY RATE, AS IDENTIFIED IN ARTICLE 903 OF THE MASTER AGREEMENT, WILL BE PAID FOR EACH STUDENT ABOVE THE NUMBER IDENTIFIED IN O.A.C. 3301-51-09(I)(2)-(3) FOR THE PERIOD BEGINNING THE DAY AFTER THE SCHEDULED SECOND QUARTER RECORDS DAY THROUGH AND INCLUDING THE FINAL DAY OF STUDENT ATTENDANCE.
  - FOR EXAMPLE, IF DURING EITHER OR BOTH TIMEFRAMES IDENTIFIED ABOVE, A PHYSICAL THERAPIST IS SERVING, AT THE HIGHEST POINT, SIXTY SCHOOL AGE CHILDREN, WHICH EXCEEDS THE OHIO ADMINISTRATIVE CODE PROVISION BY TEN CHILDREN, THE PHYSICAL THERAPIST WILL BE PAID A STIPEND EQUAL TO EIGHTY (80) SUPPLEMENTAL HOURS (TEN STUDENTS ABOVE CASELOAD X EIGHT HOURS) AT THE END OF EITHER OR BOTH TIME PERIODS.
- D. PAYMENT FOR THE STIPENDS AS DEFINED IN THIS SECTION SHALL BE MADE IN ACCORDANCE WITH SECTION 901.14 OF THE MASTER AGREEMENT.
- E. TRANSITION COORDINATORS WITH A CASELOAD ABOVE THE NUMBER IDENTIFIED IN O.A.C. 3301-51-09(I)(2) AT THE HIGHEST POINT DURING EITHER TIMEFRAME IDENTIFIED IN PARAGRAPH C (A) AND (B) ABOVE WILL BE BOARDED FOR UP TO 350 HOURS OF EXTENDED TIME FOR THE SCHOOL YEAR AT THE APPLICABLE SUPPLEMENTAL HOURLY RATE, AS IDENTIFIED IN ARTICLE 903 OF THE MASTER AGREEMENT. EXTENDED TIME WORKED WILL BE RECORDED ON A TIMESHEET WITH THE STANDARD LEVEL OF DETAIL NECESSARY TO PROCESS PAYMENT. TIMESHEETS FOR THE EXTENDED TIME WORKED DURING THE FIRST SEMESTER OF THE SCHOOL YEAR WILL BE TURNED IN NOT LATER THAN THE END OF THE CONTRACT DAY ON THE SECOND QUARTER RECORDS DAY AND TIMESHEETS FOR THE EXTENDED TIME WORKED DURING THE SECOND SEMESTER OF THE SCHOOL YEAR WILL BE TURNED IN NOT LATER THAN THE END OF THE CONTRACT DAY ON FINAL TEACHER CONTRACT DAY EACH SCHOOL YEAR. PAYMENT FOR SUCH EXTENDED TIME SHALL BE MADE IN ACCORDANCE WITH SECTION 901.14 OF THE MASTER AGREEMENT.

## **Article 404 Professional Behavior**

**404.02(H)** All documents and other evidence to be utilized by the Board or its agents during a pre-disciplinary hearing shall be provided electronically to the President of the Association or designee when notice of the pre-disciplinary hearing is sent to the bargaining unit member. **THIS COMMUNICATION SHALL INCLUDE WRITTEN NOTATION THAT VIDEO EVIDENCE WILL BE UTILIZED DURING THE PRE-DISCIPLINARY. THE BOARD SHALL ENSURE THAT ALL VIDEO EVIDENCE TO BE UTILIZED DURING A PRE-DISCIPLINARY HEARING IS AVAILABLE FOR REVIEW BY A BARGAINING UNIT MEMBER AND THEIR ASSOCIATION REPRESENTATIVE NO LATER THAN THREE (3) WORKING DAYS PRIOR TO THE PRE-DISCIPLINARY HEARING, AT A TIME AND LOCATION MUTUALLY AGREED UPON BY THE BOARD OR ITS AGENTS AND THE ASSOCIATION.**

## **ARTICLE 507 Professional Development**

**507.01** The parties believe that professional development is an ongoing process that promotes and supports both professional and personal growth for all teachers and is aimed at increasing student progress/growth. The parties agree to examine strategies and mechanisms that will increase training time of teachers other than the workdays set forth in

Section 1401.03. Strategies and mechanisms shall include, but not be limited to, courses offered by the District and CEA, customized courses developed in partnership with institutions of higher education, distance learning and video programming. Customized content will also be developed, as appropriate, in consultation with department based team members, including bargaining unit members and administrators in the following areas: adapted physical education, related service providers, school psychologists, social workers, counselors, library media specialists, unified arts, early childhood education, **JUVENILE INTERVENTION CENTER**, and nurses. Professional development will focus on building teacher quality to increase student progress/growth.

**507.03** Full-time teachers must engage in a minimum of forty (40) hours each school year of job-embedded professional development that is aligned to high-impact strategies identified in the school’s Ohio Improvement Plan or the district improvement plan. Job-embedded professional development shall occur during the district’s professional development days, early release days, TBTs, ~~instructional rounds~~ **INSTRUCTIONAL ROUNDS, NONEVALUATIVE CLASSROOM VISITS**, and/or building staff meetings. The forty (40) hours will be prorated for less than full-time teachers and for teachers who have a leave of absence exceeding ten (10) consecutive days using sick leave, FMLA, or other health-related approved leave.

**NEW ARTICLE 609 EARLY CHILDHOOD EDUCATION (ECE)**  
**THERE SHALL BE A MINIMUM OF FOUR (4) NON-INSTRUCTIONAL CONTRACT DAYS DESIGNATED AS UNINTERRUPTED PLANNING AND DOCUMENTATION TIME FOR ALL EARLY CHILDHOOD EDUCATION DEPARTMENT BARGAINING UNIT MEMBERS. THESE DAYS SHALL BE SCHEDULED IN AUGUST OR SEPTEMBER, NOVEMBER, DECEMBER, AND MAY OF EACH SCHOOL YEAR, UNLESS THE SUPERINTENDENT OR DESIGNEE AND ASSOCIATION PRESIDENT OR DESIGNEE MUTUALLY AGREE TO A CHANGE OF SCHEDULE. THESE DAYS SHALL BE IN ADDITION TO ARTICLE 1501.03(E)(7) RECORDS DAYS.**

**Article 701 Sick Leave**

**701.06 Certificates Required in Case of Sick Leave Absence**

- F. The purpose of this section is to provide tools for management to curb sick leave abuse. These tools shall not be utilized in an arbitrary, capricious, or harassing manner.
1. If the principal or supervisor has a question about a teacher’s use of sick leave, the principal or supervisor shall hold a conference with the teacher, at which the teacher shall be represented by the Senior Faculty Representative at that building or Association designee. The conference shall take place within two (2) school days of the principal or supervisor’s request, unless an extension is mutually agreed upon by the teacher and the principal or supervisor. This step must precede (3) below.
  2. The Superintendent **OR DESIGNATED CENTRAL OFFICE ADMINISTRATOR**, may (but need not always) require written certification to justify use of sick leave from the teacher’s physician when:
    - a. There is a pattern of use such as, but not limited to, workdays before or after a holiday or vacation period, on Mondays or Fridays, or a certain time of year; or
    - b. There is reasonable suspicion of sick leave abuse; or
    - c. The teacher has been absent using sick leave for three (3) or more consecutive workdays; or
    - d. The teacher has been absent using sick leave for more than seven (7) days total during the same school year; or
    - e. The teacher is on an extended absence and ~~there~~ **RE ARE** Superintendent has reasonable grounds to question the continued absence, once every thirty (30) calendar days.
  3. The Superintendent **OR DESIGNATED CENTRAL OFFICE ADMINISTRATOR** may (but need not always) require the teacher to be examined at Board expense by a physician or psychologist designated by the Superintendent **OR DESIGNEE** when:
    - a. The Superintendent **ADMINISTRATOR** wishes to verify the teacher’s fitness for return to work; or
    - b. There is reasonable suspicion of sick leave abuse; or
    - c. The teacher is on duty, but there is a reasonable question whether the teacher is able to perform essential functions of the job; or
    - d. Where the teacher’s personal physician or psychologist certification under (2) above requires additional explanation. The Board designated physician or psychologist shall provide a written report to the Superintendent.
  4. ~~Under this section (F), the Superintendent includes the Superintendent or designated central office administrator.~~

**Article 704 Reductions in Personnel**

**704.01** In the event a reduction in the number of teachers is necessary which requires the Board to suspend contracts, such reductions shall be implemented in conformity with the following: When, by reason of decreased enrollment of pupils, return of duty of regular teachers after leaves of absence, by reason of suspension of schools, demonstrable financial reasons, or territorial changes affecting the District, the Board of Education decides that it will be necessary to reduce the number of teachers, it may make a reasonable reduction. When a proposed reduction in personnel is due to demonstrable financial reasons, a meeting will be scheduled consistent with Article 108.02 for the purposes of discussing the reasons and reviewing relevant financial documents. The procedure for reduction in personnel shall conform with the following:

1. First, the Board shall accomplish any necessary reductions in staff through attrition (i.e. retirement, voluntary resignation, etc.) before any suspension of contracts.
2. Second, should it be necessary to suspend contracts to achieve the necessary reduction in staff, limited contract teachers shall be reduced first utilizing the following order:

- A. Certification/licensure within the affected teaching field
  - B. Comparable evaluations as defined in this Agreement
  - C. When evaluations are comparable, seniority ~~in the district~~ shall prevail, with the contract of the least senior limited contract teacher in the affected teaching field the first to be suspended.
- 3. Third, should the necessary reduction of staff exceed the number of limited contract teachers in the affected field, only then shall continuing contract teachers be reduced by utilizing the following order:
  - A. Certification/licensure within the affected teaching field
  - B. Comparable evaluation as defined in this Agreement
  - C. When evaluations are comparable, seniority ~~in the District~~ shall prevail, with the contract of the least senior continuing contract teacher in the affected teaching field the first to be suspended.
- 4. *Comparable evaluations*  
 Comparable evaluations shall be defined as follows and reductions in force will be conducted in the following order based on the highest summative rating received from a teacher's two most recent full evaluation cycles within the District. A single summative rating shall be used for the purposes of this article only in the event that two full evaluations have not been completed with the District.
  - A. Bargaining unit members without a previous Columbus City Schools OTES, OSCES, and/or LSP evaluation.
  - B. Ineffective OTES, OSCES, and/or LSP rating
  - C. Developing OTES, OSCES, and/or LSP rating
  - D. Skilled or accomplished OTES, OSCES, and/or LSP rating
- 5. No reduction in force shall be accomplished through the nonrenewal or termination of the contract of any bargaining unit member. This does not apply to contracts that automatically nonrenew each year.

**704.02** Teachers, whose continuing contracts are suspended, shall have the right of restoration to continuing service status in reverse order of suspension if and when teaching positions become vacant or are created for which any of such teachers are or become qualified. Following the right to restoration by continuing contract teachers, limited contract teachers shall be recalled in reverse order of suspension as positions are available in their areas of certification/licensure. The Board shall recall all teachers on layoff status in the various areas of certification prior to employment of any new teachers in such certification areas.

**Stipulations:**

- A. For the purposes of this section, seniority shall conform to the definition in Article ~~112.01~~ **112.01211-03**.

**704.03** The non-retention in employment or the reduction of assignment below six (6) hours per day on a regular basis of full-time hourly professional employees (teachers) resulting from program cancellations or other cutbacks shall be accomplished consistent with the provisions of Article 704.01. The following stipulations are in place:

- A. Seniority shall be ~~measured from the first day of paid status in the earliest year of continuous employment by the Board of Education~~ **DEFINED CONSISTENT WITH SECTION 112.01**. To qualify as a year of continuous employment, the employee must have worked a minimum of thirty-seven (37) weeks with a minimum of six (6) hours per day on a regular basis during the year.

**Article 801 Summer Employment**

**801.02** The employment of any summer school staff shall be made in accordance with the following:

**Priority I.** The selection of applicants will be based on seniority ~~within the bargaining unit~~ with the following stipulations:

- A. Employed in only one program in the Columbus City Schools during the summer
- B. Fully certified/licensed in the area applying
- C. Is willing to work the entire term
- D. Continuity of programs (classes) from regular school to summer school
- E. Have application filled out completely and in by the published deadline
- F. The most recent formal evaluation free of unsuccessful ratings
- G. Has not taught summer school for more than two (2) of the previous four (4) summers

**Article 802 Use of College Scrip**

Scrip shall be issued according to the following priorities and stipulations:

**Priority I.** Present full-time professional staff members in M.A. or Ph.D. programs who must finish course work during the upcoming quarter or lose credits, and present full-time professional staff members, including vocational teachers, who must attend the university to maintain their present position because of certification/licensure requirements.

**Priority II.** Professional staff members on sabbatical leaves. (Such staff members shall be given sufficient scrip for full-time attendance, subject to availability.) Priority II also includes certificated staff enrolled in a master's or doctoral program in a college of education.

**Priority III.** All other applicants, not in Priority groups I and II listed above, shall be considered on the basis of seniority ~~in the Columbus City School System~~.

**Article 901 Salary Policies**

**901.07** Credit for years of ~~public school~~ teaching experience shall be granted in full up to ~~five (5)~~ **TEN (10)** years and, ~~for teachers hired on or after July 1, 2000, may be granted up to ten (10) years~~, inclusive of all years of active military service in the armed forces as defined by O.R.C. 3317.13. A "year" shall consist of at least one hundred and twenty (120) days for at least seven (7) hours per day during a school year. ~~Public school~~ Teaching experience, for purposes of this provision, shall include teaching experience in all public schools, **NON-PUBLIC SCHOOLS (TEACHER HOLDING VALID STATE**



**LICENSE/CERTIFICATION)**, teaching experience in accredited armed forces and U.S. State Department Dependency Schools, and teaching experience in the Peace Corps and VISTA. **AN ADDITIONAL FIVE (5) YEARS OF CREDIT MAY BE GRANTED AT THE DISCRETION OF THE TALENT DEPARTMENT IF THE VACANCY BEING FILLED IS INCLUDED ON THE PRIOR AND/OR CURRENT SCHOOL YEAR’S ARTICLE 912.02(A) “HIGH NEEDS” LIST.** Service credit may be given to physical therapists, school social workers, nurses, occupational therapists and speech therapists for private employment or self-employment prior to employment by the Board, with at least eight months’ full-time employment or self-employment in a twelve-month period counting as one year.

**901.14** Supplemental wages will be included in the regular paycheck. The federal tax deduction will be calculated according to method B for supplemental wages in the *IRS Circular E, Employer’s Tax Guide*. **BARGAINING UNIT MEMBERS WHO RECEIVE COMPENSATION FOR SUPPLEMENTAL SERVICES, WHETHER AT THE HOURLY RATE OR BASED ON A SPECIFIC STIPEND AS PROVIDED ELSEWHERE IN THIS AGREEMENT, SHALL RECEIVE SUCH PAY, APPROPRIATELY LABELED, NO LATER THAN THIRTY (30) DAYS FOLLOWING SATISFACTION OF THE FOLLOWING: (A) COMPLETION OF THE SUPPLEMENTAL SERVICES; (B) SUBMISSION BY THE BARGAINING UNIT MEMBER OF ALL REQUIRED DOCUMENTATION TO A SUPERVISOR OR THE OTHER BOARD AGENT, AND (C) APPROVAL BY THE BOARD. IN THE CASE OF SUPPLEMENTAL SERVICE WHICH CANNOT BE APPROVED BY THE BOARD IN ADVANCE OF COMPLETION, AUTHORIZATION FOR THE SUPPLEMENTAL PAYMENT SHALL BE CONSIDERED BY THE BOARD WITHIN SIXTY (60) DAYS OF SUBMISSION OF ALL REQUIRED DOCUMENTATION BY THE BARGAINING UNIT MEMBER.**

**Article 902 Teacher Salary Schedules**  
**902.01**

Index						
Steps/Year of Experience	Pre License Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	PH.D.
0	0.7970	1.0000	1.0290	1.1090	1.1300	1.2023
1	0.7970	1.0000	1.0290	1.1312	1.1526	1.2264
2	0.8289	1.0400	1.0701	1.1538	1.1756	1.2509
3	0.8620	1.0816	1.1129	1.2000	1.2227	1.3009
4	0.8965	1.1249	1.1575	1.2480	1.2716	1.3529
5	0.9324	1.1699	1.2037	1.2979	1.3224	1.4071
6	0.9697	1.2167	1.2519	1.3498	1.3753	1.4633
7	0.9697	1.2653	1.3020	1.4038	1.4303	1.5219
8	0.9697	1.3159	1.3541	1.4599	1.4875	1.5828
9	0.9697	1.3686	1.4082	1.5183	1.5470	1.6461
10	0.9697	1.4233	1.4645	1.5791	1.6089	1.7119
11	0.9697	1.4802	1.5231	1.6422	1.6733	1.7804
12	0.9697	1.5395	1.5841	1.7079	1.7402	1.8516
13	0.9697	1.6010	1.6474	1.7762	1.8098	1.9257
14	0.9697	1.6651	1.7133	1.8473	1.8822	2.0027
15	0.9697	1.7317	1.7818	1.9258	1.9622	2.0878
16	0.9697	1.7360	1.7863	1.9306	1.9671	2.0930
17	0.9697	1.7403	1.7908	1.9354	1.9720	2.0983
18	0.9697	1.7403	1.7908	1.9354	1.9720	2.0983
19	0.9697	1.7577	1.8087	1.9548	1.9918	2.1192
20	0.9697	1.7753	1.8268	1.9743	2.0117	2.1404
21	0.9697	1.7753	1.8268	1.9743	2.0117	2.1404
22	0.9697	1.7753	1.8268	1.9743	2.0117	2.1404
23	0.9697	1.8064	1.8542	2.0039	2.0418	2.1725
24	0.9697	1.8380	1.8820	2.0340	2.0725	2.1997
25	0.9697	1.8380	1.8820	2.0340	2.0725	2.1997
26	0.9697	1.8380	1.8820	2.0340	2.0725	2.1997
27	0.9697	1.8794	1.9243	2.0747	2.1139	2.2382
28	0.9697	1.9216	1.9628	2.1162	2.1562	2.2774
29	0.9697	1.9216	1.9628	2.1162	2.1562	2.2774
30	0.9697	1.9649	2.0070	2.1585	2.1993	2.3229
31	0.9697	2.0091	2.0471	2.2017	2.2433	2.3636

**902.02** Effective August 22, 2022**18, 2025**, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following **AND WILL NOT BE PAID BELOW THE BACHELOR’S DEGREE, 3-YEARS EXPERIENCE STEP RATE:**

Salary Schedule						
Base Pay:			\$ 52,448			
Steps/Year of Experience	Pre License Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	PH.D.
0	\$41,801	\$52,448	\$53,969	\$58,165	\$59,266	\$63,058
1	\$41,801	\$52,448	\$53,969	\$59,329	\$60,452	\$64,322
2	\$43,474	\$54,546	\$56,125	\$60,515	\$61,658	\$65,607
3	\$45,210	\$56,728	\$58,370	\$62,938	\$64,128	\$68,230
4	\$47,020	\$58,999	\$60,709	\$65,455	\$66,693	\$70,957
5	\$48,903	\$61,359	\$63,132	\$68,072	\$69,357	\$73,800
6	\$50,859	\$63,814	\$65,660	\$70,794	\$72,132	\$76,747
7	\$50,859	\$66,363	\$68,287	\$73,627	\$75,017	\$79,821
8	\$50,859	\$69,016	\$71,020	\$76,569	\$78,017	\$83,015
9	\$50,859	\$71,780	\$73,857	\$79,632	\$81,137	\$86,335
10	\$50,859	\$74,649	\$76,810	\$82,821	\$84,384	\$89,786
11	\$50,859	\$77,634	\$79,884	\$86,130	\$87,761	\$93,379
12	\$50,859	\$80,744	\$83,083	\$89,576	\$91,270	\$97,113
13	\$50,859	\$83,969	\$86,403	\$93,158	\$94,921	\$100,999
14	\$50,859	\$87,331	\$89,859	\$96,887	\$98,718	\$105,038
15	\$50,859	\$90,824	\$93,452	\$101,005	\$102,914	\$109,501
16	\$50,859	\$91,050	\$93,688	\$101,256	\$103,171	\$109,774
17	\$50,859	\$91,275	\$93,924	\$101,508	\$103,428	\$110,052
18	\$50,859	\$91,275	\$93,924	\$101,508	\$103,428	\$110,052
19	\$50,859	\$92,188	\$94,863	\$102,526	\$104,466	\$111,148
20	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
21	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
22	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
23	\$50,859	\$94,742	\$97,249	\$105,101	\$107,089	\$113,944
24	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
25	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
26	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
27	\$50,859	\$98,571	\$100,926	\$108,814	\$110,870	\$117,389
28	\$50,859	\$100,784	\$102,945	\$110,991	\$113,089	\$119,445
29	\$50,859	\$100,784	\$102,945	\$110,991	\$113,089	\$119,445
30	\$50,859	\$103.055	\$105,263	\$113,209	\$115,349	\$121,832
31	\$50,859	\$105,374	\$107,367	\$115,475	\$117,657	\$123,966

**NOTE: Delete 902.03**

**Article 903 Supplemental Hourly Rate**

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher work day of the ~~2022–2023~~ **2025-2026** school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be ~~\$37.11~~ **41.04** per hour. ~~Effective the first teacher work day of the 2023–2024 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$38.59 per hour. Effective the first teacher work day of the 2024–2025 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$40.14 per hour.~~

**Article 904 Full-Time Hourly Professional Employees**

**904.01** During the term of this Agreement, full-time hourly professional employees (other than “tutors” who are governed by Chapter 1000) shall be paid in accordance with the following: (Full-time is minimum of six (6) hours per day on a regular basis.)

Effective July 1, 202**5**:

Years of Experience	Hourly Rate
0, 1 or 2	<del>\$40.52</del> <b>44.81</b>
3	<del>41.27</del> <b>45.63</b>
4 or 5	<del>42.03</del> <b>46.48</b>
6	<del>42.79</del> <b>47.32</b>
7 or more	<del>43.57</del> <b>48.18</b>

Effective July 1, 202**3**:

Years of Experience	Hourly Rate
0, 1 or 2	<del>\$42.14</del>
3	<del>42.92</del>
4 or 5	<del>43.71</del>
6	<del>44.50</del>
7 or more	<del>45.31</del>

Effective July 1, 202**4**:

Years of Experience	Hourly Rate
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0, 1 or 2	\$43.82
3	44.63
4 or 5	45.46
6	46.28
7 or more	47.12

Article 905 Pay for Extra Duties  
905.01 (CCL unless otherwise noted)  
Assignment

Group A	Step 1(%)	Step 2(%)
	<i>Junior Varsity Coach</i>	
Boys’ Baseball (15 Hours)	9.1713.27%	11.1716.17%
Boys’ Tennis (15 Hours)	6.009.17%	7.0011.17%

Assignment		
Group C		
Evaluation Panel	20.00%	20.00%
Local Professional Development Committee	20.00%	20.00%
PAR Panel	20.00%	20.00%
PAR CONSULTING TEACHERS (CTS)	20.00%	20.00%
Reform Panel	20.00%	20.00%

- 905.02  
NEW C. PAR CONSULTING TEACHERS (CTS) SUPPLEMENTAL CONTRACTS WILL BE PRORATED FOR EMPLOYEE LEAVE ONLY IF THE EMPLOYEE IS ON LEAVE OR IS ABSENT FOR THE FOLLOWING DAYS:
- a. ANY DAYS SCHEDULED OUTSIDE OF THE CONTRACT YEAR TO INCLUDE DAYS PRIOR TO AND FOLLOWING THE SCHOOL YEAR;
  - b. DAYS WITH HOURS PRE-SCHEDULED BY THE PAR PANEL BEYOND THE CONTRACTUAL WORK DAY; AND
  - c. ALL CONTRACT DAYS FOR WHICH THE CEA BARGAINING UNIT MEMBER’S CASELOAD HAS BEEN REDISTRIBUTED TO OTHER EMPLOYEES.

905.03 Teachers with the following extra duty responsibilities shall not have more than five (5) daily assignments:

Varsity Head Coach, Boys’ Football  
Varsity Head Coach, **BOYS’** Basketball  
**VARSITY HEAD COACH, GIRLS’ BASKETBALL**  
Varsity Head Coach, Boys’ Baseball  
Varsity Head Coach, Track and Field  
Varsity Head Coach, Boys’ Wrestling  
Varsity Head Coach, Girls’ Wrestling  
Varsity Head Coach, Boys’ Lacrosse  
Varsity Head Coach, Boys’ Volleyball  
Varsity Head Coach, Girls’ Volleyball  
Varsity Head Coach, Girls’ Softball  
Varsity Head Coach, Girls’ Lacrosse  
Varsity Head Coach, **BOYS’** Soccer  
**VARSITY HEAD COACH, GIRLS’ SOCCER**  
Senior Instrumental Music Director  
Senior Yearbook Advisor\*  
Senior Newspaper Advisor\*  
Middle School Yearbook Advisor  
Middle School Newspaper Advisor

\* English Teachers with these responsibilities shall have no more than four (4) daily assignments total.  
\* A teacher with both responsibilities (yearbook and newspaper) shall have no more than four (4) daily assignments total.  
During the off season(s), the principal can assign the coach to other duties in the building during the coach’s extra conference period. Such assignments shall not be arbitrary, capricious, or vindictive.

905.04  
A. Varsity Head Coaches, as provided in 905.01 above, shall be authorized provided there are enough participants to field a team and play a regular schedule for the season. The minimum number of participants in individual sports are IS as follows:  
**BOYS’ VOLLEYBALL.....12**

Article 912 High Needs Licensure, Certification and/or Endorsements  
912.02 *High Needs Licensure, Certification and/or Endorsements*  
A. Each year by November 1, the Board SUPERINTENDENT OR DESIGNEE shall post electronically a list of licensures, certifications, and/or endorsements identified as “high needs”. The list shall be accessible by all CEA bargaining unit members.  
B. An eligible teacher who applies to enter the assignment program shall, upon acceptance to the program, **COMPLETE THE TRADITIONAL, SUPPLEMENTAL OR ALTERNATIVE LICENSURE PATHWAY FOR LICENSURE** complete coursework at an

accredited college or university to receive Ohio Department of Education licensure, certification, and/or endorsement in an area identified by the Board as “high needs”. The Board shall offer all necessary coursework **RELATED TO THE LICENSURE PATHWAY SELECTED** free of charge to CEA bargaining unit members. Completion of all coursework shall take place outside of the bargaining unit member’s contractual work day and shall be completed within ~~eighteen (18) months~~ **TWENTY-FOUR (24) MONTHS** of acceptance in the assignment program.

C. Upon demonstration to the Board that the identified “high needs” licensure, certification, and/or endorsement has been achieved by the bargaining unit member, the eligible teacher shall be assigned for the following school year to a bargaining unit position which requires the “high needs” licensure, certification, and/or endorsement, provided a vacancy is available. If a vacancy is not available, assignment in subsequent years shall be made only by mutual agreement of the Superintendent/designee and bargaining unit member.

D. The parties agree to a stipend equal to twenty percent (20%) of the base salary in effect the first year of the assignment for each “eligible teacher” who is assigned by the Superintendent/designee to accomplish the purposes of this Article 912 with twenty-five percent (25%) of the stipend payable at the end of the first school year, twenty-five percent (25%) of the stipend payable at the end of the second year, and fifty percent (50%) of the stipend payable at the end of the third year. Payment shall be paid as supplemental compensation and shall not be part of the salary schedule. **PAYMENT IS CONTINGENT UPON THE ELIGIBLE TEACHER MAINTAINING THE LICENSE FOR THAT YEAR.**

E. An “eligible teacher” is a bargaining unit member who:

(a) files a written statement with the Superintendent/designee by December 1 that the bargaining unit member is willing to be assigned at the Superintendent’s/designee’s discretion following receipt of the high needs licensure, certification and/or endorsement; and

(b) is given written notice from the Superintendent/designee by February 1 of the bargaining unit member’s acceptance into the assignment program. The Superintendent/designee will base the selection and assignment of individual teachers on the needs of the District and the licensure, experience and demonstrated abilities of the teacher. Assignments shall not be made in an unreasonable, arbitrary, or capricious manner. A teacher may only file a written statement with the Superintendent under (a) if the bargaining unit member has completed at least three (3) years teaching experience in Columbus City Schools.

**Article 1003 Tutor Contracts**

**1003.01** Tutors shall be offered appropriately worded individual one-year tutor contracts. **NOTIFICATION OF THE CONDITIONAL INTENT TO REEMPLOY A TUTOR SHALL BE MADE ON OR BEFORE JUNE 15. THE BOARD SHALL MAKE FINAL EMPLOYMENT DECISIONS, AND** ~~the regular distribution of tutor contracts shall be on or before~~ **AUGUST 15** ~~June 15~~ of each year. All tutor contracts shall be deemed automatically nonrenewed as of their expiration date and no action or notification by the Board shall be required in connections with such nonrenewal.

**Article 1010 Hourly Rate**

Tutors shall be paid in accordance with the following rates: A. Effective the first teacher work day of the ~~2022–2023~~ **2025–2026** school year:

Years of Experience	Hourly Rate
0, 1 or 2	<del>\$37.11</del> <b>41.04</b>
3, 4 or 5	<del>38.39</del> <b>42.45</b>
6, 7 or 8	<del>39.73</del> <b>43.94</b>
9 or more	<del>41.05</del> <b>45.40</b>

~~B. Effective the first teacher work day of the 2023–2024 school year:~~

Years of Experience	Hourly Rate
0, 1 or 2	<del>\$38.59</del>
3, 4 or 5	<del>39.92</del>
6, 7 or 8	<del>41.32</del>
9 or more	<del>42.69</del>

~~C. Effective the first teacher work day of the 2024–2025 school year:~~

Years of Experience	Hourly Rate
0, 1 or 2	<del>\$40.14</del>
3, 4 or 5	<del>41.52</del>
6, 7 or 8	<del>42.97</del>
9 or more	<del>44.40</del>

“Years of Experience” means the number of consecutive years under contract as a tutor in Columbus City Schools.

**Article 1105 Wages**

**1105.01** Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee:

Effective Date	Rate
First teacher work day <del>2022–2023</del> <b>2025–2026</b> school year	<del>\$37.11</del> <b>41.04</b>
<del>First teacher work day 2023–2024 school year</del>	<del>38.59</del>
<del>First teacher work day 2024–2025 school year</del>	<del>40.14</del>

**NEW ARTICLE 1202 BUILDING SUBSTITUTES**  
**1202.01- APPLICABILITY**  
**THIS ARTICLE SHALL APPLY TO ALL “BUILDING SUBSTITUTES”.**

**1202.02 - BUILDING SUBSTITUTE PROGRAM**  
THE PURPOSE OF THE BUILDING SUBSTITUTE PROGRAM IS TO PROVIDE CONSISTENT INSTRUCTIONAL COVERAGE FOR CLASSROOM TEACHERS WHO ARE ABSENT, WITH THE INTENT OF SUCH COVERAGE BEING PROVIDED BY A PROFESSIONAL EDUCATOR WHO IS FAMILIAR WITH THE PRACTICES OF COLUMBUS CITY SCHOOLS, THEIR ASSIGNED BUILDING, AND THE SCHOOL COMMUNITY. SUBJECT TO THE AVAILABILITY OF APPROPRIATE FUNDING AND STAFFING, SUCH COVERAGE WILL BE PROVIDED BY A BUILDING SUBSTITUTE COVERED BY THIS ARTICLE. THE BOARD AND THE ASSOCIATION SHALL MEET AND CONFER REGARDING ADEQUATE AND APPROPRIATE BUILDING SUBSTITUTE STAFFING LEVELS AS AN APPROPRIATE ITEM OF DISCUSSION IN THE MEETINGS ESTABLISHED BY ARTICLE 108.02. DURING SUCH MEETINGS, THE ASSOCIATION SHALL BE ADVISED OF ANY UPCOMING SIGNIFICANT CHANGES TO THE AVAILABILITY OF FUNDING FOR THE PROGRAM, OR PROGRAM STAFFING LEVELS, PRIOR TO SUCH CHANGES BEING IMPLEMENTED. THE SUPERINTENDENT, OR DESIGNEE, RETAINS THE RIGHT TO MAKE THE FINAL DETERMINATION REGARDING NUMBER AND ALLOCATION OF BUILDING SUBSTITUTES. BUILDING/PROGRAM ADMINISTRATORS SHALL SERVE AS THE IMMEDIATE SUPERVISORS FOR THE BUILDING SUBSTITUTES ASSIGNED TO THEIR SCHOOL BUILDING OR INSTRUCTIONAL PROGRAM. HOWEVER, THE PARTIES ACKNOWLEDGE THAT THE BOARD MAY CREATE OR CHANGE THE SUPERVISORY AUTHORITY OVER THE BUILDING SUBSTITUTE PROGRAM AND BUILDING SUBSTITUTES.

**1202.03- BUILDING SUBSTITUTE CONTRACTS**  
EACH BUILDING SUBSTITUTE SHALL BE EMPLOYED UNDER A LIMITED ONE (1) YEAR CONTRACT. ANY SUCH CONTRACT SHALL BE DEEMED RENEWED AT THE NEGOTIATED SALARY UNLESS ON OR BEFORE JUNE 1, THE SUPERINTENDENT OR DESIGNEE GIVES THE BUILDING SUBSTITUTE EMPLOYED THEREUNDER WRITTEN NOTICE OF ITS INTENTION NOT TO RENEW SAME. AT LEAST FIFTEEN (15) BUSINESS DAYS PRIOR TO THIS NOTIFICATION, ANY BUILDING SUBSTITUTE BEING CONSIDERED FOR NONRENEWAL SHALL RECEIVE WRITTEN NOTIFICATION OF SUCH CONSIDERATION. WITHIN THREE (3) BUSINESS DAYS OF SUCH NOTICE, THE BUILDING SUBSTITUTE MAY MAKE A REQUEST TO THE EXECUTIVE DIRECTOR OF LABOR MANAGEMENT AND EMPLOYEE RELATIONS FOR A MEETING TO DISCUSS THE REASON(S) FOR THE NONRENEWAL. IF SUCH A HEARING IS REQUESTED, THE EXECUTIVE DIRECTOR WILL PROVIDE THE BUILDING SUBSTITUTE WITH A WRITTEN STATEMENT DESCRIBING THE REASONS FOR THE NONRENEWAL AT LEAST TWO (2) BUSINESS DAYS PRIOR TO THE REQUESTED MEETING, WHICH THE EXECUTIVE DIRECTOR OR DESIGNEE WILL HOLD WITHIN FOUR (4) BUSINESS DAYS OF THE REQUEST. WITHIN FIVE (5) BUSINESS DAYS FOLLOWING THE MEETING, THE EXECUTIVE DIRECTOR WILL PROVIDE THE BUILDING SUBSTITUTE WITH A WRITTEN DETERMINATION. THE PARTITES AGREE THAT THIS PROCEDURE SPECIFICALLY SUPERSEDES ANY AND ALL REQUIREMENTS IN OHIO REVISED CODE SECTION 3319.11.

**1202.04 - JOB DUTIES**  
THE PRIMARY JOB DUTY OF BUILDING SUBSTITUTES SHALL BE TO PROVIDE SUBSTITUTE INSTRUCTION IN THE CASE OF ABSENCES OF CLASSROOM TEACHERS AT THE DIRECTION OF THE BUILDING OR PROGRAM ADMINISTRATOR. DURING ASSIGNABLE TIME (REGULAR INSTRUCTIONAL TIME NOT INCLUSIVE OF PLANNING TIME, CONFERENCE PERIODS, LUNCH, DUTIES, ETC), BUILDING SUBSTITUTES WHO ARE NOT ASSIGNED TO PROVIDE CLASSROOM INSTRUCTION DUE TO SUFFICIENT BUILDING STAFFING SHALL PERFORM ALTERNATE TASKS AT THE DIRECTION OF THE BUILDING OR PROGRAM ADMINISTRATOR WHICH DIRECTLY SUPPORT ACADEMIC STUDENT INSTRUCTION.

**1202.05 – CLASS SIZE**  
THE NUMBER OF STUDENTS ASSIGNED TO A BUILDING SUBSTITUTE WHILE PROVIDING SUBSTITUTE CLASSROOM INSTRUCTION SHALL NOT EXCEED THE MAXIMUMS ESTABLISHED IN ARTICLE 301.01.

**1202.06 - EVALUATION**  
EVALUATION OF BUILDING SUBSTITUTES SHALL BE CONDUCTED BY THE BUILDING SUBSTITUTE’S IMMEDIATE SUPERVISOR UTILIZING THE LICENSED SUPPORT PROFESSIONAL (LSP) PERFORMANCE EVALUATION SYSTEM AND RUBRIC.

**1202.07 - WAGES**

A. BUILDING SUBSTITUTES SHALL BE PAID AT THE FOLLOWING RATE PER HOUR FOR WORK TIME THAT IS AUTHORIZED AND APPROVED BY THE SUPERINTENDENT OR DESIGNEE:  
EFFECTIVE THE FIRST TEACHER WORK DAY OF THE 2025-2026 SCHOOL YEAR:

YEARS OF EXPERIENCE	HOURLY RATE
0 OR 1	\$41.04
2 OR MORE, OR HOLDS VALID OHIO PROFESSIONAL EDUCATOR LICENSE	\$41.55

A YEAR OF EXPERIENCE SHALL BE GRANTED TO A BUILDING SUBSTITUTE WHO HAS SERVED 120 OR MORE SCHOOL DAYS WITHIN A GIVEN SCHOOL YEAR.

B. BUILDING SUBSTITUTES SHALL BE COMPENSATED FOR THOSE DAYS ON WHICH STUDENTS ARE SCHEDULED TO BE IN ATTENDANCE AND FOR SCHEDULED PROFESSIONAL DEVELOPMENT DAYS. BUILDING SUBSTITUTES WHO HAVE BEEN IN A CLASSROOM ASSIGNMENT FOR TEN (10) CONSECUTIVE SCHOOL DAYS OR MORE WILL ALSO BE COMPENSATED FOR ACTUAL TIME WORKED ON RECORDS DAYS AND DURING PARENT TEACHER CONFERENCES. BUILDING SUBSTITUTE WORKDAY SCHEDULES SHALL BE CONSISTENT WITH FULL-TIME CONTRACT TEACHERS IN

THE CEA BARGAINING UNIT ASSIGNED TO THE BUILDING SUBSTITUTE'S ASSIGNED SCHOOL BUILDING AND THE MASTER AGREEMENT BETWEEN THE COLUMBUS EDUCATION ASSOCIATION AND COLUMBUS CITY SCHOOLS, EXCEPT THAT:

- a. DURING ALL DUTY TIME, BUILDING SUBSTITUTES MAY BE DIRECTED TO PROVIDE SUBSTITUTE INSTRUCTION OR PERFORM ALTERNATE TASKS WHICH DIRECTLY SUPPORT ACADEMIC STUDENT INSTRUCTION.
  - b. BUILDING SUBSTITUTES WILL HAVE A 30-MINUTE UNPAID LUNCH PERIOD THAT SHALL NORMALLY BE SCHEDULED DURING STUDENT LUNCH TIME.
- C. BUILDING SUBSTITUTES SHALL BE GRANTED THE FOLLOWING PAID HOLIDAYS AT THEIR REGULAR RATE OF PAY: LABOR DAY, THANKSGIVING DAY, MARTIN LUTHER KING DAY, SPRING VACATION, AND MEMORIAL DAY.
- D. BUILDING SUBSTITUTES SHALL BE COMPENSATED FOR THE REGULAR SCHEDULED HOURS ON DAYS THEY WERE SCHEDULED TO WORK, BUT DID NOT WORK AS A RESULT OF SCHOOLS BEING CLOSED FOR A CALAMITY, AS WITH REGULAR CONTRACT TEACHERS IN THE SAME SCHOOLS, UP TO A MAXIMUM OF FIVE (5) SUCH CALAMITY DAYS IN A SCHOOL YEAR.

#### **1202.08 - STRETCH PAY**

BUILDING SUBSTITUTES SHALL HAVE THE OPTIONS OF PAYROLL PLAN A OR PAYROLL PLAN B IN ACCORDANCE WITH SECTIONS 109.03(I)(6) AND 901.10.

#### **1202.09- ASSIGNMENT**

AT THE BEGINNING OF EACH SCHOOL YEAR, BUILDING SUBSTITUTES WILL BE ASSIGNED A PRIMARY BUILDING LOCATION OR PROGRAM BY THE SUPERINTENDENT OR DESIGNEE. BUILDING SUBSTITUTES SHALL TYPICALLY CONTINUE IN THE SAME BUILDING ASSIGNMENT FROM YEAR-TO-YEAR UNLESS: (I) WRITTEN NOTIFICATION OF A REASSIGNMENT FOR THE FOLLOWING SCHOOL YEAR IS PROVIDED BY JUNE 25 BY THE SUPERINTENDENT OR DESIGNEE; OR (II) A REASSIGNMENT IS REQUESTED BY THE BUILDING SUBSTITUTE, BY MAY 1 AND SUBSEQUENTLY APPROVED BY THE SUPERINTENDENT OR DESIGNEE. SUCH WRITTEN NOTICE SHALL BE INCLUSIVE OF THE REASON FOR THE REASSIGNMENT. REASSIGNMENTS SHALL NOT BE ARBITRARY OR CAPRICIOUS IN NATURE. IN THE EVENT THAT THE SUPERINTENDENT OR DESIGNEE DETERMINES THAT ADDITIONAL COVERAGE IS REQUIRED IN A SCHOOL BUILDING ON A TEMPORARY BASIS, A NOTIFICATION AND CALL FOR VOLUNTARY TEMPORARY REASSIGNMENT SHALL BE MADE TO THE BUILDING ADMINISTRATOR(S) IN THE BUILDING(S) WHERE SUFFICIENT SUBSTITUTE COVERAGE EXISTS AS SOON AS IS PRACTICABLE. IN THE EVENT THAT THERE ARE NO APPROVED VOLUNTEER BUILDING SUBSTITUTES, A BUILDING SUBSTITUTE MAY BE DIRECTED TO REPORT TO A BUILDING OTHER THAN THEIR ASSIGNED BUILDING ON A TEMPORARY BASIS. SUCH TEMPORARY REASSIGNMENTS SHALL BE EQUITABLE TO THE DEGREE POSSIBLE. TRANSPORTATION COSTS TO AND FROM A BUILDING OTHER THAN A BUILDING SUBSTITUTE'S ASSIGNED BUILDING SHALL BE REIMBURSED CONSISTENT WITH BOARD POLICY AND THE MASTER AGREEMENT. CHANGES TO A BUILDING SUBSTITUTE'S BUILDING OR PROGRAM LOCATION AFTER STUDENTS HAVE INITIALLY REPORTED FOR THAT SCHOOL YEAR SHALL FOLLOW THE PROCEDURES DESCRIBED IN SECTION 211.03 (INVOLUNTARY TRANSFERS). BUILDING SUBSTITUTES WHO HOLD A VALID OHIO PROFESSIONAL EDUCATOR LICENSE MAY PARTICIPATE IN THE SECTION 211.01(D) PROCESS. BUILDING SUBSTITUTES ARE NOT PERMITTED TO PARTICIPATE IN THE JOB FAIR PROCESS DESCRIBED IN SECTION 211.05.

#### **1202.10 - PROFESSIONAL BEHAVIOR**

A BUILDING SUBSTITUTE SHALL NOT BE GIVEN A FORMAL WRITTEN REPRIMAND OR WARNING, OR BE DISCIPLINED FOR ANY ALLEGED INFRACTION OF RULES, DELINQUENCY, OR UNPROFESSIONAL PERFORMANCE, OR BE DISMISSED OR TERMINATED DURING THE TERM OF THE INDIVIDUAL CONTRACT WITHOUT JUST CAUSE. ANY SUCH ACTION SHALL BE SUBJECT TO THE GRIEVANCE PROCEDURE SET FORTH IN THIS AGREEMENT, EXCEPT THAT ANY FAILURE TO REEMPLOY A BUILDING SUBSTITUTE FOR ANOTHER SCHOOL YEAR SHALL NOT BE GRIEVED WITH NON-COMPLIANCE WITH THIS PARAGRAPH CITED AS A CLAIMED VIOLATION. THE GRIEVANCE AND ARBITRATION PROCESS SUPERSEDES AND REPLACES ANY AND ALL OHIO STATUTORY PROVISIONS AND PROCEDURES ON DISCIPLINE, DISMISSAL OR TERMINATION FOR CAUSE, JUST CAUSE OR GOOD AND JUST CAUSE.

#### **1202.11 – LONG-TERM VACANCIES**

VACANCIES OF MORE THAN SIXTY (60) SCHOOL DAYS SHALL BE ASSIGNED FIRST TO A BUILDING SUBSTITUTE WHO POSSESSES A VALID OHIO PROFESSIONAL EDUCATOR LICENSE, IF AVAILABLE.

#### **1202.12 - OTHER PROVISIONS**

THE FOLLOWING PROVISIONS OF THE CURRENT AGREEMENT SHALL BE CONSIDERED A PART OF THIS ARTICLE 1202: ARTICLES 101, 102, 103, 104, 105, 106, 107, 108, 109.01, 109.02(A), (B), (D), 109.03 (A–H), (I)(1–9), (11–17), 109.06, 109.07, 109.08, 109.11, 109.12, 110, 111, 112, 201.01, 201.03, 202, 205, 206.05, 206.15, 207, 208.01, 208.05, 208.08, 208.11, 303, 307.01, 307.02, 403, 404.01, 404.06, 404.07, 507.01, 507.02, 507.05, 507.06, 701.01(A), (B), (D), 701.02(A), (B), (C), (D), 701.03, 701.04, 701.05, 701.06 (A), (B), (C), (F), 701.07, 702.01, 702.02 (AFTER COMPLETION OF TWO (2) YEARS OF SERVICE AS DEFINED IN 1202.07), 702.05, 702.11, 702.12, 702.13, 704 (BUILDING SUBSTITUTES IS CONSIDERED A DISTINCT AFFECTED TEACHING FIELD FOR PURPOSES OF 704.01(2)(A)), 801, 803-810, 812, 814, 815, 901.13, CHAPTER 1400, CHAPTER 1500, AND CHAPTER 1600.

DURING THE TERM OF THIS AGREEMENT, THE BOARD AND ASSOCIATION SHALL MAINTAIN THE CURRENT "PATHWAY TO LICENSURE" PROGRAM TO PROVIDE GUIDANCE, SUPPORT, AND OPPORTUNITIES FOR BUILDING SUBSTITUTES WHO ARE

**INTERESTED IN OBTAINING A PROFESSIONAL EDUCATOR LICENSE FROM THE OHIO STATE BOARD OF EDUCATION AND PLACEMENT AS A LICENSED CLASSROOM TEACHER WITHIN THE DISTRICT.**

**Article 1501 Procedures for Professional Negotiations**  
**1501.03 School Calendar**

The school calendar shall be subject to negotiations and notwithstanding any other provision of this chapter, bargaining the school calendar for the school year immediately following the expiration of a collective bargaining agreement will commence no later than March 16 **OF THE YEAR** prior to the expiration of said agreement. If the parties are unable to reach agreement by April 1 **OF THE YEAR PRIOR TO THE EXPIRATION OF SAID AGREEMENT**, on a school calendar for the subsequent **SAID** school year, the parties mutually agree that the Board may adopt a calendar for the coming **SAID** school year provided the adopted calendar is in compliance with the following provisions:

- A. Pupil attendance days do not exceed 181.
- B. Teacher duty days do not exceed 185, except, effective with the 2023-2024 school year teachers in their first year of employment will have 188 duty days with three (3) days of induction immediately prior to the regular school year.
- C. The first teacher duty day is not prior to August 10, and the last teacher duty day is not after June 10, (the first teacher duty day shall not be prior to September 1, and the last teacher duty day shall not be after June 17 if the first teacher duty day begins after Labor Day) except for teachers who are voluntarily assigned to year-round schools.
- D. A winter intermission starting before December 24, and ending after January 1
- E. Any such school calendar will also include:
  - 1. Labor Day as paid holiday
  - 2. Thanksgiving and the Friday immediately following as paid holidays
  - 3. Martin Luther King’s observed birthday as a paid holiday
  - 4. A spring intermission of six (6) paid school days of which five (5) shall be consecutive days
  - 5. The observed Memorial Day as a paid holiday
  - 6. 195 contract days, except, effective with the 2023-2024 school year teachers in their first year of employment will have 198 duty days with three (3) days of induction immediately prior to the regular school year.
  - 7. The school calendar shall include four (4) records days as paid work days. **ALL CEA BARGAINING UNIT MEMBERS SHALL BE PERMITTED TO PERFORM ALL TASKS ASSOCIATED WITH RECORDS DAY REMOTELY FROM HOME ON THE RECORDS DAY ASSOCIATED WITH THE END OF THE 1<sup>ST</sup>, 2<sup>ND</sup>, AND 3<sup>RD</sup> ACADEMIC QUARTER.** Each records day shall be student non-attendance days and occur the Wednesdays after the end of the first and after the end of the second grading periods. Records day for the third grading period will depend upon state testing dates. Records day for the fourth grading period shall occur on the last teacher work day of the school year.

**Article 1603 Duration of Agreement**

This Agreement supersedes the Agreement which expired on August 21, 2022, **AUGUST 17, 2025**, and any amendments to such Agreement. This Agreement shall become effective at 12:01 a.m. on August 22, 2022 **AUGUST 18, 2025**, and shall continue in full force and effect until midnight **11:59 P.M.** of the day before the first regular teacher contract day of the ~~2025-2026~~ **2028-2029** school year.

**NEW Article 1604 Reopener**

**THE PARTIES HEREBY AGREE TO A CONTRACT REOPENER WITH THE PARTIES MEETING BY MARCH 15, 2026, TO SCHEDULE NEGOTIATIONS MEETINGS. SUCH MEETINGS SHALL BE HELD AS OFTEN AS NECESSARY AT SUCH TIMES AND PLACES AS ARE AGREED TO BY THE PARTIES. SECTIONS 1501.04-1501.06 AND 1508.08-1501.10 OF THE AGREEMENT SHALL APPLY TO NEGOTIATIONS. IN THE EVENT THERE IS NO AGREEMENT BY JUNE 15, 2026, THE PARTIES SHALL SUBMIT THE UNRESOLVED ISSUES TO ADVISORY FACT-FINDING, USING THE PROCEDURES OUTLINED IN O.A.C. 4117-9-05. IF EITHER PARTY REJECTS THE FACT-FINDING DECISION IN ACCORDANCE WITH THOSE PROCEDURES, THEN EITHER PARTY MAY EXERCISE THEIR RIGHTS UNDER R.C. CHAPTER 4117. THE SUBJECTS OF NEGOTIATIONS IN THE REOPENER SHALL BE LIMITED TO THE FOLLOWING ISSUES:**

- **BASE SALARY AND HOURLY RATES FOR THE 2026-2027 AND 2027-2028 SCHOOL YEARS (ARTICLE 902, ARTICLE 903, ARTICLE 904, ARTICLE 1010, ARTICLE 1105, AND ARTICLE 1202);**
- **UP TO TWO (2) ADDITIONAL ISSUES BY EACH PARTY.**



LETTER  
JOHN CONEGLIO, PRESIDENT  
COLUMBUS EDUCATION ASSOCIATION  
929 E. BROAD STREET  
COLUMBUS, OH 43205

RE: NEGOTIATIONS DISCUSSIONS

DEAR MR. CONEGLIO,  
THIS LETTER MEMORIALIZES THE DISCUSSION BETWEEN THE REPRESENTATIVES OF CEA AND THE COLUMBUS BOARD OF EDUCATION RELATING TO THE PAYMENT OF BARGAINING UNIT MEMBERS WHO COMPLETE SUPPLEMENTAL SERVICES. NO LATER THAN THE BEGINNING OF THE 2026-2027 SCHOOL YEAR, THE DISTRICT WILL TRANSITION TO AN ELECTRONIC WORKFLOW FOR PAYMENT OF SUPPLEMENTAL SERVICES, THAT IS, THE CURRENT SYSTEM WILL BE DIGITIZED. THE BOARD’S INTENT IS THAT THE SYSTEM WILL ALLOW BOTH THE BOARD AND THE ASSOCIATION PRESIDENT OR DESIGNEE TO TRACK THE STATUS OF SUPPLEMENTAL PAYMENTS. UNDER THE SYSTEM, BARGAINING UNIT MEMBERS MAY STILL BE REQUIRED TO COMPLETE PAPERWORK, FOR EXAMPLE SIGN IN SHEETS.

SINCERELY,

JULIE C. MARTIN, CHIEF NEGOTIATOR  
COLUMBUS CITY SCHOOLS BOARD OF EDUCATION

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO ON THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2025, BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”).

THE PARTIES AGREE TO THE FOLLOWING:

1. EACH ARTICLE 202 ASSOCIATION BUILDING COUNCIL SHALL COMPLETE A WORKSPACE/LEARNING SPACE EQUITY AUDIT DURING THE 2025-2026 SCHOOL YEAR. THE AUDIT MAY INCLUDE A REVIEW OF THE FOLLOWING:
  - a. INTENDED PURPOSE OF WORKSPACE/LEARNING SPACE;
  - b. HEALTH AND SAFETY (E.G., FIRE CODE, PUBLIC EMPLOYEE RISK REDUCTION ACT STANDARDS, AND WHERE APPLICABLE, AMERICANS WITH DISABILITIES ACT REQUIREMENTS);
  - c. TECHNOLOGY NEEDS AND SUBJECT SPECIALIZATIONS (E.G., SCIENCE LABS, ART ROOMS);
  - d. PRIVACY CONCERNS (E.G., FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT AND/OR THE PRIVACY RULE OF THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT); AND
  - e. ENROLLMENT TRENDS
2. CEA SHALL COMPILE AN AUDIT REPORT AND PROVIDE IT TO THE ARTICLE 108.02 JOINT LABOR-MANAGEMENT COMMITTEE, THE BOARD, AND THE LOCAL ASSOCIATION BUILDING COUNCILS FOR CONSIDERATION NO LATER THAN THE END OF THE 2025-2026 SCHOOL YEAR. THE ASSOCIATION BUILDING COUNCIL MAY USE THE AUDIT REPORT IN AN ADVISORY MANNER TO ASSIST THE PRINCIPAL AND THE SCHOOL STAFF IN THE UTILIZATION OF BUILDINGS SPACES. FOLLOWING PRESENTATION OF THE AUDIT REPORT TO THE JOINT LABOR-MANAGEMENT COMMITTEE, CEA SHALL PRESENT THE REPORT TO THE NEXT MEETING OF ANY BOARD COMMITTEE CONSIDERING BUILDING REALIGNMENT, CONSOLIDATION AND/OR CLOSURE AND PROGRAM ALLOCATION. FOLLOWING THAT PRESENTATION, THE BOARD SHALL ACKNOWLEDGE RECEIPT OF THE REPORT AT THE NEXT REGULAR BOARD MEETING.
3. THIS MOU EXPIRES AT THE END OF THE LAST CONTRACT DAY OF THE 2025-2026 SCHOOL YEAR AND SHALL BE A TOPIC OF DISCUSSION DURING NEGOTIATIONS FOR A SUCCESSOR AGREEMENT.

MEMORANDUM OF UNDERSTANDING  
SPECIAL EDUCATION ADVISORY COMMITTEE

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”). THE PARTIES AGREE AS FOLLOWS:

- a. A SPECIAL EDUCATION ADVISORY COMMITTEE TO THE SUPERINTENDENT SHALL BE ESTABLISHED NO LATER THAN OCTOBER 1, 2025, CONSISTING OF FOUR (4) ADMINISTRATORS APPOINTED BY THE SUPERINTENDENT AND FOUR (4) ASSOCIATION REPRESENTATIVES APPOINTED BY THE ASSOCIATION PRESIDENT.
- b. THE PURPOSE OF THE COMMITTEE SHALL BE TO MAKE RECOMMENDATIONS TO THE SUPERINTENDENT REGARDING SPECIAL EDUCATION STAFFING. THE COMMITTEE SHALL CONSIDER THE FOLLOWING ISSUES:
  - i. STATE GUIDANCE ON THE WORKLOAD CALCULATION PROCESS;



- ii. NEEDS OF STUDENTS WITHIN THE DISTRICT;
    - iii. TREND DATA RELATED TO THE IDENTIFICATION OF STUDENTS WITH DISABILITIES; AND
    - iv. RECRUITMENT AND RETENTION OF SPECIAL EDUCATION STAFF.
  - c. NO LATER THAN THE BEGINNING OF THE 2026-2027 SCHOOL YEAR, THE COMMITTEE SHALL PROVIDE THEIR RECOMMENDATIONS TO THE SUPERINTENDENT. THE SUPERINTENDENT SHALL TAKE THE RECOMMENDATIONS UNDER ADVISEMENT.
  - d. THIS COMMITTEE WILL NOT CONTINUE BEYOND THE 2026-2027 SCHOOL YEAR.
- 

#### MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”).

THE PARTIES AGREE AS FOLLOWS:

1. THE SPECIAL EDUCATION ADVISORY COMMITTEE SHALL MEET TO DISCUSS THE NEEDS OF ELEMENTARY STUDENTS WITH DISABILITIES TO HAVE INCLUSION OPPORTUNITIES IN GENERAL EDUCATION CLASSROOMS CONSISTENT WITH THEIR IEPs.
  2. UNLESS A DIFFERENT PROCEDURE IS MUTUALLY AGREED UPON BY THE PARTIES, EFFECTIVE WITH THE 2026-2027 SCHOOL YEAR, ELEMENTARY STUDENTS WITH DISABILITIES WITH AN EMIS CODE OF IE13 OR IE14 WILL BE ASSIGNED TO A GENERAL EDUCATION CLASSROOM FOR THE PURPOSE OF CLASS SIZE MAXIMUMS AS IDENTIFIED IN ARTICLE 301.01(1).
  3. THE COMMITTEE WILL DISCUSS AND DEVELOP A PROCESS TO ASSIGN ELEMENTARY STUDENTS WITH DISABILITIES WITH EMIS CODE IE15 TO GENERAL EDUCATION CLASSROOMS FOR THE PURPOSES OF CLASS SIZE MAXIMUMS AND PROVIDING INCLUSION OPPORTUNITIES TO THE STUDENTS. THE PROCESS DEVELOPED BY THE COMMITTEE WILL BE PRESENTED TO THE SUPERINTENDENT FOR CONSIDERATION.
  4. THIS MOU EXPIRES ON THE LAST CONTRACT DAY OF THE 2027-2028 SCHOOL YEAR AND SHALL BE A TOPIC OF DISCUSSION DURING NEGOTIATIONS FOR A SUCCESSOR AGREEMENT.
- 

#### MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”).

THE PARTIES AGREE TO THE FOLLOWING:

- A. THE ESTABLISHED DISCIPLINE ADVISORY COMMITTEE TO THE SUPERINTENDENT IS COMPRISED OF FOUR (4) ADMINISTRATORS APPOINTED BY THE SUPERINTENDENT, FOUR (4) ASSOCIATION REPRESENTATIVES APPOINTED BY THE ASSOCIATION PRESIDENT, AND UP TO FOUR (4) OTHER PERSONS REPRESENTING DIFFERENT STAKEHOLDERS IN PUPIL WELL-BEING AND SUCCESS MUTUALLY AGREED UPON BY THE SUPERINTENDENT AND ASSOCIATION PRESIDENT.
  - B. THE ESTABLISHED DISCIPLINE ADVISORY COMMITTEE SHALL MAKE RECOMMENDATIONS TO THE SUPERINTENDENT REGARDING IN-SCHOOL SUSPENSION, STUDENT DISCIPLINE, AND RESTORATIVE PRACTICES. THE COMMITTEE SHALL CONSIDER THE FOLLOWING ISSUES:
    - i. RESTORATIVE PRACTICES AND VERBAL DE-ESCALATION TRAINING FOR ALL DISTRICT STAFF;
    - ii. INTEGRATION OF RESTORATIVE PRACTICES INTO DISTRICT POLICIES AND PROCEDURES;
    - iii. A STUDENT DISCIPLINE LADDER AND MATRIX AND POSSIBLE UPDATES TO THE GUIDE TO STUDENT SUCCESS; AND
    - iv. POSSIBLE ADJUSTMENTS TO THE IN-SCHOOL SUSPENSION PROGRAM.
  - C. NO LATER THAN THE BEGINNING OF THE 2026-2027 SCHOOL YEAR, THE COMMITTEE SHALL PROVIDE THESE RECOMMENDATIONS TO THE SUPERINTENDENT. THE SUPERINTENDENT SHALL TAKE THE RECOMMENDATIONS UNDER ADVISEMENT WHEN CONSIDERING POSSIBLE CHANGES TO THE DISTRICT’S STUDENT DISCIPLINE PROCEDURES AND IMPLEMENTATION OF RESTORATIVE PRACTICES. ANY REVISIONS TO THE DISTRICT’S STUDENT DISCIPLINE PROCEDURES AND IMPLEMENTATION OF RESTORATIVE PRACTICES SHALL BE IMPLEMENTED NO LATER THAN THE START OF THE 2027-2028 SCHOOL YEAR.
  - C. THIS MOU EXPIRES ON THE LAST CONTRACT DAY OF THE 2027-2028 SCHOOL YEAR.
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**MEMORANDUM OF UNDERSTANDING**

**THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”).**

**THE PARTIES AGREE AS FOLLOWS:**

- 1. EFFECTIVE WITH THE 2025-2026 SCHOOL YEAR AND FOR THE DURATION OF THIS MOU, NORTHLAND HIGH SCHOOL (“NORTHLAND”) SHALL BE DESIGNATED AS A “COMMUNITY CAMPUS SCHOOL.”**
- 2. ONE (1) BARGAINING UNIT COMMUNITY CAMPUS SCHOOL COORDINATOR (“COORDINATOR”) SUPPLEMENTAL CONTRACT SHALL BE MADE AVAILABLE DURING THE 2025-2026 SCHOOL YEAR. THE COORDINATOR WILL BE SELECTED CONSISTENT WITH THE PROCESS IDENTIFIED IN ARTICLE 203, WITH THE ASSOCIATION BUILDING COUNCIL (ABC) SERVING AS THE GROUP OF TEACHERS THAT MEET AND ELECT, AND THE COORDINATOR WILL BE PAID A STIPEND OF TWENTY PERCENT (20.00%) OF THE BA MINIMUM SALARY AND CONSISTENT WITH OTHER PROVISIONS OF ARTICLE 905.01 OF THE COLLECTIVE BARGAINING AGREEMENT.**
- 3. DURING THE 2025-2026 SCHOOL YEAR, THE COORDINATOR, IN COLLABORATION WITH THE OFFICE OF ENGAGEMENT AND CONSISTENT WITH BOARD POLICIES AND GUIDELINES, WILL CONDUCT ASSET-MAPPING, FOCUSING ON THE STRENGTHS AND RESOURCES WITHIN THE COMMUNITY TO SUPPORT STUDENT SUCCESS. THIS WILL INVOLVE MOBILIZING STUDENTS, FAMILIES, EDUCATORS, AND COMMUNITY MEMBERS TO IDENTIFY NEEDS AND DEVELOP SOLUTIONS TOGETHER.**
- 4. IF BY JANUARY 15, 2026, EXTERNAL FUNDING IS SECURED IN THE AMOUNT OF AT LEAST ONE HUNDRED AND EIGHT THOUSAND DOLLARS (\$180,000) FOR THE PURPOSE OF FUNDING ONE (1) FULL-TIME BARGAINING UNIT COMMUNITY CAMPUS SCHOOL COORDINATOR POSITION FOR THE 2026-2027 AND 2027-2028 SCHOOL YEARS (OR BY JANUARY 15, 2027, NINETY THOUSAND DOLLARS (\$90,000) FOR THE 2027-2028 SCHOOL YEAR ONLY) AND ACCEPTED BY THE BOARD, SUCH ACCEPTANCE NOT TO BE UNREASONABLY WITHHELD, A JOB DESCRIPTIONS WILL BE DEVELOPED BY THE TALENT DEPARTMENT FOR THE FULL-TIME POSITION, TAKING INTO CONSIDERATION THE JOB DESCRIPTION PREVIOUSLY RECOMMENDED BY THE REFORM PANEL. IF THE POSITION IS ADDED, THEN IT WILL BE POSTED CONSISTENT WITH THE ARTICLE 211.01 PROCESS.**
- 5. IF EXTERNAL FUNDING IS NOT SECURED OR ACCEPTED BY THE BOARD, THE COORDINATOR SUPPLEMENTAL CONTRACT WILL CONTINUE, AND DURING THE 2026-2027 SCHOOL YEAR, THE COORDINATOR, IN COLLABORATION WITH THE OFFICE OF ENGAGEMENT AND CONSISTENT WITH BOARD POLICIES AND GUIDELINES, WILL IDENTIFY AND CONNECT WITH COMMUNITY RESOURCES TO ADDRESS GAPS IDENTIFIED IN THE 2025-2026 SCHOOL YEAR ASSET-MAPPING. DURING THE 2027-2028 SCHOOL YEAR, THE COORDINATOR, IN COLLABORATION WITH THE OFFICE OF ENGAGEMENT AND CONSISTENT WITH BOARD POLICIES AND GUIDELINES, WILL MEET WITH IDENTIFIED COMMUNITY RESOURCES TO ENSURE ALIGNMENT OF THEIR WORK TO BOARD GOALS AND GUARDRAILS AND TO COORDINATE THEIR ACTIVITIES.**
- 6. FOR THE 2025-2026 SCHOOL YEAR, THE BOARD SHALL ALLOCATE TEN-THOUSAND DOLLARS (\$10,000) FOR THE PURPOSE OF NON-PERSONNEL EXPENSES RELATED TO THE COMMUNITY CAMPUS SCHOOL PROGRAM. FOR THE DURATION OF THIS MEMORANDUM, SO LONG AS NORTHLAND RECEIVES TITLE I, PART A FUNDING AND THERE IS A REQUIREMENT TO SPEND A CERTAIN AMOUNT OF FUNDING ON FAMILY ENGAGEMENT, THE PRINCIPAL WILL SOLICIT INPUT FROM THE COORDINATOR, COMMUNITY STAKEHOLDERS, AND STUDENTS, BEFORE MAKING ANY DECISION ON THE ALLOCATION OF FAMILY ENGAGEMENT FUNDS.**
- 7. AT THE END OF EACH SEMESTER, THE COORDINATOR SHALL PROVIDE A PROGRESS REPORT, UTILIZING RELEVANT DATA, TO THE BOARD’S DESIGNEE ABOUT THE WORK COMPLETED AND CORRELATION TO NORTHLAND’S PERFORMANCE DATA.**
- 8. THIS MOU EXPIRES AT THE END OF THE LAST CONTRACT DAY OF THE 2027-2028 SCHOOL YEAR. REVIEW AND POSSIBLE CONTINUATION OF THE COMMUNITY CAMPUS SCHOOL PROGRAM SHALL BE A MANDATORY SUBJECT OF BARGAINING FOR A SUCCESSOR AGREEMENT TO THE 2025-2028 CEA-CSS MASTER AGREEMENT.**

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**MEMORANDUM OF UNDERSTANDING**

**THIS MEMORANDUM OF UNDERSTANDING (“MOU”) IS ENTERED INTO BY AND BETWEEN THE COLUMBUS EDUCATION ASSOCIATION (“CEA”) AND THE COLUMBUS CITY SCHOOL DISTRICT BOARD OF EDUCATION (“BOARD”).**

**THE PARTIES AGREE TO THE FOLLOWING:**

- 1. THE SUPERINTENDENT WILL WORK WITH CEA TO ESTABLISH A JOINT FAMILY AND COMMUNITY COMMISSION. THE COMMISSION WILL BE MADE UP OF THE FOLLOWING:**

- a. SUPERINTENDENT OR DESIGNEE
    - b. ASSOCIATION PRESIDENT OR DESIGNEE
    - c. UP TO THREE (3) CEA MEMBERS APPOINTED BY THE ASSOCIATION PRESIDENT
    - d. UP TO THREE (3) ADMINISTRATORS APPOINTED BY THE SUPERINTENDENT
    - e. ONE PARENT REPRESENTATIVE FROM EACH REGION AS MUTUALLY AGREED UPON BY THE SUPERINTENDENT AND ASSOCIATION PRESIDENT
    - f. ONE COMMUNITY MEMBER FROM EACH REGION AS MUTUALLY AGREED UPON BY THE SUPERINTENDENT AND ASSOCIATION PRESIDENT
    - g. THE COLUMBUS SCHOOL EMPLOYEES ASSOCIATION AND OAPSE LOCAL 581 WILL BE INVITED TO APPOINT UP TO TWO (2) MEMBERS EACH TO THE COMMISSION
  2. THE COMMISSION WILL REVIEW PRACTICES IN SIMILAR DISTRICTS THAT ARE MAKING PROGRESS WITH RESPECT TO IMPROVED STUDENT OUTCOMES, MONITORING REPORTS DELIVERED TO THE BOARD OF EDUCATION RELATED TO THE EDUCATIONAL OUTCOMES OF STUDENT GROUPS, AND ANY BLACK STUDENT ACHIEVEMENT PLAN (BSAP) PROPOSAL PREPARED BY CEA. BASED ON THIS REVIEW, THE COMMISSION WILL MAKE RECOMMENDATIONS TO THE SUPERINTENDENT RELATED TO IMPROVING STUDENT ACHIEVEMENT, SUPPORTING INTERVENTION SYSTEMS, PRIORITIZING A WHOLE CHILD FOCUS, ALIGNING RESOURCES EQUITABLY, AND ENSURING A CULTURALLY-RESPONSIVE STAFF. FOLLOWING PRESENTATION TO THE COMMISSION, CEA MAY PRESENT THE BSAP PROPOSAL TO THE BOARD AT THE NEXT REGULAR BOARD MEETING THAT IS SCHEDULED AT LEAST FOURTEEN (14) CALENDAR DAYS FOLLOWING THE PRESENTATION TO THE COMMISSION. THE BOARD, SUPERINTENDENT, OR DESIGNEE SHALL PROVIDE A WRITTEN RESPONSE TO CEA ABOUT THE BSAP PROPOSAL WITHIN NINETY (90) CALENDAR DAYS FOLLOWING RECEIPT OF ANY RECOMMENDATIONS MADE BY THE COMMISSION.
  3. THE COMMISSION WILL REVIEW: (A) THE WORK OF THE NORTHLAND COMMUNITY CAMPUS SCHOOL COORDINATOR; (B) THE WORK OF OTHER SCHOOLS WITHIN THE DISTRICT THAT HAVE EXCELLED IN FAMILY AND COMMUNITY PARTNERSHIPS; AND (C) RESEARCH-BASED COMMUNITY SCHOOL MODELS USED IN SIMILARLY SIZED SCHOOL DISTRICTS. BASED ON THIS REVIEW, THE COMMISSION WILL MAKE RECOMMENDATIONS TO BOARD COMMITTEE(S) RELATED TO A COMMUNITY SCHOOL MODEL THAT WOULD BE SCALABLE, SUSTAINABLE, AND EQUITABLE. THE MODEL MUST SUPPORT STUDENTS AND FAMILIES BY PROVIDING A NETWORK OF RESOURCES AND PROGRAMS THAT SUPPORT AND FURTHER STUDENT LEARNING AND ACHIEVEMENT.
  4. THE COMMISSION WILL MAKE THE RECOMMENDATIONS IDENTIFIED IN PARAGRAPHS 2 AND 3 NOT LATER THAN THE END OF THE 2027-2028 SCHOOL YEAR AND WILL DISBAND AFTER MAKING SUCH RECOMMENDATIONS UNLESS THE PARTIES MUTUALLY AGREE TO EXTEND IT.
  5. THIS MOU EXPIRES AT THE END OF THE LAST CONTRACT DAY OF THE 2027-2028 SCHOOL YEAR.
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#### HOUSE KEEPING CHANGES

Delete 210.05 (C)- Report Card Committee, the work in the section was time bound

701.02 (C)- Mother-in-law omitted, revise with gender neutral language