

**MEMORANDUM OF UNDERSTANDING  
CREDIT FOR YEARS OF TEACHING EXPERIENCE**

This Memorandum of Understanding ("MOU") is entered into this November 10, 2025, 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 addressing the implementation of CEA-CCS Master Agreement ("Master Agreement") language regarding credit for teaching experience, the parties agree as follows.

1. For CEA bargaining unit members whose first workday as a member of the bargaining unit was on or after July 21, 2025, only, a "year" for the purposes of Article 901.07, teaching experience credit shall include eight-hundred and forty (840) hours in the aggregate during a school year, regardless of the length of each school day.
2. Teaching experience as codified in Article 901.07 of the Master Agreement, shall be interpreted to include public or non-public early childhood programs (teacher holding valid State Board of Education license or equivalent from another state) for CEA bargaining unit members whose first workday as a member of the bargaining unit was on or after July 21, 2025 only.
3. Non-public teaching experience as codified in Article 901.07 of the Master Agreement, shall be interpreted to include non-public school teaching (teacher holding valid State Board of Education license or equivalent from another state) for CEA bargaining unit members whose first workday as a member of the bargaining unit was on or after July 21, 2025, only.
4. The terms of this MOU shall be a mandatory subject of negotiations for a successor Master Agreement between the parties.
5. Except as explicitly modified by this MOU, all provisions of the Master Agreement between the parties remain in full force and effect.
6. This MOU shall continue in full force and effect until 11:59 P.M. of the day before the first regular teacher contract day of the 2028-2029 school year.

For CEA:

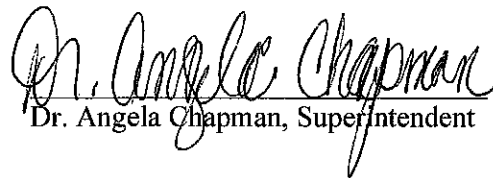


John Coneglio, President

11/17/25

Date

For the Board:



Dr. Angela Chapman, Superintendent

11/20/25

Date