

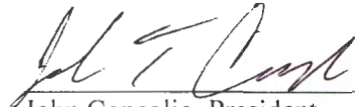
**MEMORANDUM OF UNDERSTANDING
ALTERNATIVE LICENSURE PATHWAY FOR REDUCED EMPLOYEES**

This Memorandum of Understanding ("MOU") is entered into this ^{5th}~~XX~~ day of February 2026, 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 or supplemental licensure pathway for CEA bargaining unit employees whose employment contracts are suspended as a result of a Reduction in Personnel under Article 704 of the collective bargaining agreement ("CBA") between the parties ("Impacted Employees"):

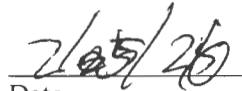
1. Following any Board action to abolish positions covered by the CBA and suspend the employment contracts of Impacted Employees holding those positions for the 2026-2027 school year, the Board shall send a communication electronically to all Impacted Employees which shall include the information regarding the Impacted Employees' ability to elect to enroll in an alternative or supplemental licensure pathway ("Pathway") for the 2026-2027 school year. An Impacted Employee shall declare their intent to pursue either Pathway in writing as directed by the Board.
2. Impacted Employees who have elected to enroll in a Pathway will be notified by the Chief Talent Officer or designee if they are eligible to enroll in the Pathway based on current vacancies. Eligible Impacted Employees shall provide a Certificate of Eligibility for an Alternative Resident Educator License or a Supplemental License (or is otherwise authorized for placement up to 60 days, pending receipt of supplemental licensure or certificate of eligibility) in Special Education to the Board not later than July 31, 2026. Eligible Impacted Employees who have provided a Certificate of Eligibility may be recalled into a vacant Intervention Specialist position for which they are or have become qualified on a first-come, first-served basis, as determined by the time of submission of their Certificate of Eligibility to the Board. The employment contracts of any Impacted Employees who (a) fail to declare their intent in writing; (b) fail to timely submit a Certificate of Eligibility; (c) reject the offered position; and/or (d) are otherwise ineligible, will be suspended, in accordance with the CBA and the Board action already taken as described in paragraph 1, without further Board action.
3. Upon placement in a vacant position, an Impacted Employee shall be reimbursed up to \$800 for the cost of an SBOE-approved Intensive Pedagogical Training Institute or Alternative Resident Educator Institute provided that the Impacted Employee is employed as a full time teacher by the Board, except that reimbursement will not occur if the Board offered this course to the employee at the Board's expense during the 2026-2027 school year on a pre-paid basis at a university partner. Reimbursement shall be made only to the first 40 Impacted Employees who submit the documentation necessary for reimbursement.
4. An Impacted Employee who is placed in an Intervention Specialist position under this MOU shall be subject to a standard three-year assignment commitment consistent with the provisions of Article 211 of the CBA. However, Impacted Employees placed under this MOU will retain a 36-month right of restoration to vacant positions within their area of certification in reverse order of potential suspension based upon the list of Impacted Employees.
5. The BOARD and CEA agree that this MOU is not precedent-setting, and that except as explicitly modified by this MOU, all provisions of the CBA between the parties remain in full force and effect.

6. This MOU 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:

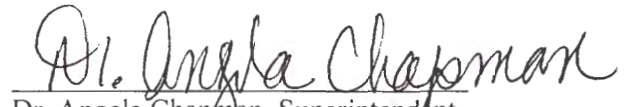


John Coneglio, President

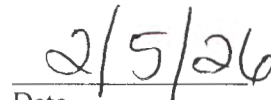


Date

For the Board:



Dr. Angela Chapman, Superintendent



Date