

**MEMORANDUM OF UNDERSTANDING  
FULL-TIME HOURLY SENIORITY DATE RECOGNITION**

This Memorandum of Understanding (“MOU”) is entered into this 19 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 addressing the implementation of CEA-CCS Master Agreement (“Master Agreement”) language regarding seniority status for full-time hourly bargaining unit members as it pertains to future Reductions In Personnel.

1. When the Board determines that reductions in personnel are necessary consistent with the provisions of Article 704 of the Master Agreement, and the affected teaching field is inclusive of CEA bargaining unit members who are full-time hourly employees, seniority shall be measured from the first day of paid status resulting from employment by the Board as a member of the Association bargaining unit. If by reason of resignation, retirement, termination, or any other reason, the employee had a break in service of one calendar year or more, seniority shall be measured from the date of their return to paid status as a member of the Association bargaining unit following the break in service. Identical seniority dates shall be resolved pursuant to Article 112.01.
2. The terms of this MOU shall be a mandatory subject of negotiations for a successor Master Agreement between the parties.
3. Except as explicitly modified by this MOU, all provisions of the Master Agreement between the parties remain in full force and effect. The terms of this Memorandum are not precedent-setting.
4. 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:



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John Coneglio, President

2/19/2026

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Date

For the Board:



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John Dean, Executive Director Labor  
Management and Employee Relations

2/19/2026

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Date