

**MEMORANDUM OF UNDERSTANDING
LESS THAN 1.0 FTE BARGAINING UNIT MEMBERS**

This Memorandum of Understanding (“MOU”) is entered into this February 12, 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 bargaining unit members who work less than 1.0 Full Time Equivalent (“FTE”) but are not employed as hourly employees as described by the parties’ 2025-2028 Master Agreement (“Master Agreement”), the parties agree as follows:

1. Effective with the execution of this MOU, the BOARD shall not hire a new bargaining unit employee at less than 1.0 FTE unless the bargaining unit member is subject to the provisions of the Master Agreement for hourly employees (Master Agreement Articles 1001, 1100, 1301), the bargaining unit member has been approved for job sharing (Master Agreement Article 213), or the bargaining unit member is hired as a half-time contract teacher (equivalent to .5 FTE) pursuant to this Agreement and the Master Agreement.
2. CEA bargaining unit members currently employed at less than 1.0 FTE but not subject to the provisions of the Master Agreement for hourly employees shall retain their current schedule and level of pay and benefits for the remainder of the 2025-2026 school year. Any change to the level of pay and benefits resulting from this Agreement, will go into effect at the beginning of the 2026-2027 school year. The parties acknowledge that the terms of this Agreement do not supersede the conflicting terms of the Letter of Agreement executed January 17, 2025 regarding Nurse schedules.
3. Bargaining unit members may be hired as half-time contract teachers (equivalent to .5 FTE). For purposes of pay and benefits, half-time contract teachers shall be paid and will be offered benefits consistent with Article 213.01 of the Master Agreement applicable to employees approved for job sharing. Salary credit shall be determined pursuant to Article 901.03 of the Master Agreement.

Advancement on the salary schedule for CEA bargaining unit members currently employed at the time of execution of this Agreement at less than 1.0 FTE but not subject to the provisions of the Master Agreement for hourly employees shall conform with the provisions of Article 901.02 of the Master Agreement.

4. The following bargaining unit members will be entitled to a one-time payment equal to the amounts listed. Payments shall be made within sixty (60) days of execution of this MOU.

173821	ARNOLD	MARLA	\$687
195603	CALVERT	MACKENZIE ANNE	\$771
178888	CAREK	AMY	\$5,516
154627	CONSOLIVER	KATHY	\$1,566
175406	DIEMAND	SARAH	\$3,008
180017	DUSH	TRACY	\$1,825
189288	MUNDY	EBONY	\$1,500
182357	RISBY	CHARLOTTE	\$1,867
169811	SAIS	MARIE	\$1,041
174293	SMITH	JAMIE	\$509
181717	VAJCNER	TERRA	\$2,780
185242	WEAVER	ASHLEY	\$3,523

171038	WEIKER	COURTNEY	\$1,102
182790	ZELAYA	JOLIANA	\$2,237

5. For the 2026-2027 school year, all CEA bargaining unit members currently employed at less than 1.0 FTE but not subject to the provisions of the Master Agreement for hourly employees shall be given the option to apply for a 1.0 FTE position, apply for job share consistent with the provisions of Master Agreement Article 213 (such requests shall not be unreasonably denied), apply for an available hourly bargaining unit position consistent with applicable provisions of the Master Agreement, or apply for an available half-time teaching position.
6. Except as explicitly modified by this MOU, all provisions of the Master Agreement between the parties remain in full force and effect.
7. The terms of this MOU shall be a mandatory subject of negotiations for a successor Master Agreement between the parties.
8. This MOU shall continue in full force and effect until 11:59 P.M. on the day before the first regular teacher contract day of the 2028-2029 school year.

For CEA:



John Coneglio, President

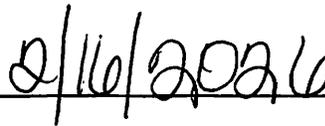
February 12, 2026

Date

For the Board:



Dr. Angela Chapman, Superintendent



Date