

Conceptual Agreement- 5/12/2026

Article 902, Article 903, Article 904, Article 1010, Article 1105, Article 1202.07

SALARY SCHEDULE SHALL REFLECT THE FOLLOWING INCREASES AT EACH STEP, EFFECTIVE AT THE BEGINNING OF EACH SCHOOL YEAR, INCLUDING ALL HOURLY RATES

2026-2027: 2.0%

2027-2028: 2.0%

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. From the date of the execution of this MOU until the last contract day of the 2027-2028 school year, the Board shall not increase the total compensation percentage (i.e., salary and retirement pickup) for the Columbus Administrators Association and the Columbus Schools Classified Supervisors Association above the total compensation percentage as identified in the CEA Master Agreement. This paragraph does not apply to stipends, supplemental pay, or addenda to contracts for additional work completed.**
- 2. This MOU expires on the last contract day of the 2027-2028 school year.**

Article 401 Teacher Evaluation

401.05 ~~Special Evaluation:~~

~~A. When the Board or any of the administrative agents deem that a teacher's performance may be seriously unsatisfactory and it is their intention to recommend involuntary transfer, non-renewal of contract, or termination of contract or investigate further with the possibility of making any of the aforementioned recommendations, the building administrator shall notify such teacher of the administrator's intent in writing on a form mutually agreeable to the Board and the Association. Such notification shall set forth the specific areas of alleged seriously unsatisfactory performance. Following such notification, the administrator shall evaluate the teacher's performance under this paragraph. The administrator will observe the teacher at least twice. Each observation will be for at least thirty (30) minutes. A conference shall be held between the administrator and the teacher to discuss the teacher's performance prior to any final action by the administrator. The teacher may be accompanied or represented by an Association representative at such conference and shall have three (3) days prior notification of the conference. In such conference, the principal may be accompanied by a Board representative if the teacher is accompanied in such conference. Final administrative action in regard to the alleged seriously unsatisfactory performance shall not conflict with any provision of this Agreement.~~

~~B. Unusual Condition — If conditions threaten the physical or emotional well-being of pupils or when conditions result in a significant disruption or threat to, the educational program or the well-being of the school, then:~~

- ~~(1) the classroom observations provided in (A) above shall not be required if such observations would not substantively contribute to an evaluation of such unusual condition;~~
- ~~(2) the Notice of Special Evaluation issued as a part of the special evaluation process shall be accompanied by a written statement identifying the unusual condition, and if applicable, indicating the reason(s) classroom observations would not substantively contribute to an evaluation of such condition.~~

401.065 NONRENEWAL

A. ANY BARGAINING UNIT MEMBER IN THEIR FIRST THREE YEARS OF EMPLOYMENT IN THE BARGAINING UNIT (A YEAR BEING AT LEAST 120 DAYS OF ACTUAL WORK) MAY BE NONRENEWED IN ACCORDANCE WITH THE FOLLOWING PROCEDURE:

- 1. THE SUPERINTENDENT OR DESIGNEE SHALL GIVE THE BARGAINING UNIT MEMBER WRITTEN NOTICE OF THE INTENTION NOT TO RENEW THE CONTRACT BY JUNE 1.**
- 2. NOT LATER THAN APRIL 15, ANY BARGAINING UNIT MEMBER BEING CONSIDERED FOR NONRENEWAL SHALL RECEIVE WRITTEN NOTIFICATION OF SUCH CONSIDERATION. WITHIN THREE (3) BUSINESS DAYS OF SUCH NOTICE, THE BARGAINING UNIT MEMBER 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 MEETING IS REQUESTED, THE EXECUTIVE DIRECTOR WILL PROVIDE THE BARGAINING UNIT MEMBER 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 BARGAINING UNIT MEMBER WITH A WRITTEN DETERMINATION.**
- 3. NEGATIVE RELEASE FROM PAR IN THE BARGAINING UNIT MEMBER'S FIRST YEAR OF EMPLOYMENT WILL SUPERSEDE THE REQUIREMENTS OF PARAGRAPH 2 ABOVE.**
- 4. NOTWITHSTANDING SECTION 401.09(B), A BARGAINING UNIT MEMBER MAY ONLY ALLEGE PROCEDURAL VIOLATIONS OF PARAGRAPHS 1 AND 2 ABOVE UTILIZING THE ARTICLE 110 GRIEVANCE PROCEDURE.**

B. No member of the bargaining unit WHO HAS BEEN EMPLOYED FOR AT LEAST THREE YEARS IN THE BARGAINING UNIT (A YEAR BEING AT LEAST 120 DAYS OF ACTUAL WORK) SHALL BE NONRENEWED EXCEPT FOR JUST CAUSE. SUCH NON-RENEWALS ARE SUBJECT TO CHALLENGE ONLY THROUGH THE GRIEVANCE PROCEDURE, WHICH SHALL BE THE SOLE AND EXCLUSIVE MEANS OF CHALLENGE. shall have the member's

~~limited contract non-renewed without accomplishment of a special evaluation and without accomplishment of such regular evaluations as are required by this article, provided that nothing in this Agreement shall require accomplishments of such evaluations in order (1) to non-renew limited contracts or to suspend limited contracts and/or continuing contracts, in accordance with Article 704 entitled "Reductions in Personnel;" (2) to terminate a limited contract or continuing contract, in accordance with the Ohio Revised Code; (3) to non-renew a limited contract teacher providing service under a temporary certificate unless such teacher possesses a regular certificate in another teaching area and has previously provided service under such regular certificate in the Columbus City Schools; (4) to non-renew a limited contract teacher advised prior to employment that such non-renewal may occur due to the special nature of the specific assignment for which such teacher is being employed.~~

C. THE PARTIES AGREE THAT THE PROCEDURES IDENTIFIED IN THIS SECTION SPECIFICALLY SUPERSEDE ANY AND ALL REQUIREMENTS IN OHIO REVISED CODE SECTION 3319.11

Article 402 Teacher Contract Forms

404.02 Professional Behavior (all other language in 404.02 current contract language)

~~E. Appeal of formal disciplinary action, up to and including suspension, shall be made exclusively through the grievance procedure and shall be initiated at Step Two of the procedure. Termination shall be according to Section 3319.16 and related provisions of the Ohio Revised Code and applicable provisions of this Agreement.~~

THE PARTIES AGREE THAT THE PROCEDURE IDENTIFIED IN THIS SECTION SPECIFICALLY SUPERSEDES ANY AND ALL REQUIREMENTS IN THE OHIO REVISED CODE SECTION 3319.16

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. FOR THE 2026-2027 AND 2027-2028 SCHOOL YEARS, MIDDLE AND HIGH SCHOOL TEACHERS MAY VOLUNTEER AT THEIR SOLE DISCRETION, BY COMPLETING A FORM JOINTLY APPROVED BY THE BOARD AND ASSOCIATION, TO TEACH A SIXTH ACADEMIC PERIOD IN LIEU OF A DUTY PERIOD.**
- 2. A REPORT SHALL BE PROVIDED TO THE ARTICLE 1503 REFORM PANEL BY EACH OCTOBER 1 AND PRIOR TO SPRING BREAK WHICH INCLUDES BUILDING LEVEL DATA ON CLASS COVERAGE, A COPY OF THE BUILDING'S MASTER SCHEDULE, COMPLETED FORMS FOR VOLUNTARY TEACHING OF A SIXTH PERIOD, AND NUMBER OF STUDENTS ENROLLED IN EACH SECTION.**
- 3. THIS MOU EXPIRES ON THE LAST CONTRACT DAY OF THE 2027-2028 SCHOOL YEAR.**

Article 701 Sick Leave

701.07 Catastrophic Illness/Injury Sick Leave Donation Procedure SICK LEAVE BORROWING PROGRAM

Replaces current 701.07, existing language moved to 701.08

A MEMBER OF THE BARGAINING UNIT WHO HAS EXHAUSTED ALL ACCUMULATED PAID LEAVE AND IS UNABLE TO WORK BECAUSE OF PERSONAL ILLNESS OR ILLNESS OR DEATH IN THE BARGAINING UNIT MEMBER'S IMMEDIATE FAMILY MAY PARTICIPATE IN THE SICK LEAVE BORROWING PROGRAM CONSISTENT WITH THE FOLLOWING PROVISIONS.

A. ENROLLMENT IN THE SICK LEAVE BORROWING PROGRAM:

UNLESS THE BARGAINING UNIT MEMBER PROVIDES A WRITTEN OPT OUT FORM BY SEPTEMBER 30 OF THE FIRST YEAR OF THEIR EMPLOYMENT IN THE BARGAINING UNIT OR BY SEPTEMBER 30 OF ANY SUBSEQUENT SCHOOL YEAR, A ONE-TIME DONATION OF TWO SICK DAYS WILL BE MADE TO THE SICK LEAVE BORROWING PROGRAM. THE TWO DAYS WILL BE DEDUCTED FROM THE FIVE DAYS ADVANCED AT THE START OF THE SCHOOL YEAR FOR NEW BARGAINING UNIT MEMBERS. ONCE A BARGAINING UNIT MEMBER JOINS THE SICK LEAVE BORROWING PROGRAM, THEY WILL REMAIN A MEMBER UNTIL THEIR EMPLOYMENT ENDS.

B. PARTICIPATION IN THE SICK LEAVE BORROWING PROGRAM:

BARGAINING UNIT MEMBERS MUST HAVE EXHAUSTED ALL PAID LEAVE OR PLAN TO EXHAUST ALL PAID LEAVE BEFORE THEY CAN REQUEST TO BORROW SICK DAYS.

BARGAINING UNIT MEMBERS ARE ELIGIBLE TO BORROW UP TO TEN (10) SICK DAYS AT A TIME. AN EXISTING LOAN, REGARDLESS OF LENGTH, MUST BE REPAID FIRST BEFORE A BARGAINING UNIT MEMBER CAN REQUEST AN ADDITIONAL LOAN. SPECIFICS ON REPAYING THE BORROWING PROGRAM ARE LISTED IN SECTION C BELOW.

WHEN APPLYING, THE BARGAINING UNIT MEMBER MUST LIST THE NUMBER OF DAYS THEY ARE REQUESTING TO BORROW. THE APPLICATION MUST BE SUBMITTED NO LATER THAN TWENTY (20) BUSINESS DAYS, OR AS SOON AS IS PRACTICABLE, FROM WHEN PAID LEAVE IS EXHAUSTED.

BORROWED DAYS MUST BE CONSECUTIVE RELATIVE TO THE BARGAINING UNIT MEMBER'S ABSENCE AND THEIR FIRST DATE IN AN UNPAID STATUS. BARGAINING UNIT MEMBERS MAY NOT CHOOSE WHICH DAYS THEY WANT TO BE PAID ONCE THEY ARE IN AN UNPAID STATUS.

C. REPAYING THE BORROWING PROGRAM:

THE BARGAINING UNIT MEMBER WILL REPAY THE BORROWING PROGRAM VIA THEIR MONTHLY SICK LEAVE ACCRUAL ONCE THEY RETURN TO WORK, MEANING THE BARGAINING UNIT MEMBER SHALL NOT ACCUMULATE ANY SICK LEAVE UNTIL THE BORROWED DAYS (UP TO TEN (10) DAYS) HAVE BEEN REPAID TO THE BORROWING PROGRAM.

IF A BARGAINING UNIT MEMBER SEPARATES FROM EMPLOYMENT BEFORE THEY HAVE REPAID THE BORROWING PROGRAM, THE DISTRICT WILL REFER THE ISSUE TO THE OHIO ATTORNEY GENERAL. THE DISTRICT WILL NOT INDEPENDENTLY PURSUE REPAYMENT OF THE DAYS.

D. INTERACTION WITH CATASTROPHIC LEAVE DONATIONS:

IF A BARGAINING UNIT MEMBER WITH AN EXISTING LOAN FROM THE BORROWING PROGRAM RECEIVES CATASTROPHIC LEAVE DONATIONS, THE DONATED DAYS WILL BE USED TO REPAY THE BORROWING PROGRAM.

701.078 Catastrophic Illness/Injury Sick Leave Donation Procedure

Replaces the current 701.08

A member of the bargaining unit who has exhausted all accumulated paid leave as a result of a catastrophic illness or injury of a temporary nature may be granted additional sick leave days through the donation of accumulated unused sick leave by other bargaining unit members who volunteer to do so in accordance with the following guidelines:

A. For purposes of this procedure, the term "catastrophic illness or injury" shall include illnesses, disabilities, injuries and/or surgeries which are calamitous in nature, constituting a great misfortune, **AND** where the lack of immediate treatment will result in a ~~life-threatening or life-debilitating circumstance for the employee or immediate family~~ **TEACHER BEING UNABLE TO WORK FOR MEDICAL REASONS, OR THE NEED TO ATTEND TO AN IMMEDIATE FAMILY MEDICAL NEED, FOR MORE THAN TWENTY (20) CONSECUTIVE CALENDAR DAYS DURING THE TEACHER CONTRACT YEAR.** ~~Examples of catastrophic diagnosis include, but are not limited to the following:~~

- ~~• Accident resulting in multiple fractures or amputation of limb~~
- ~~• AIDS~~
- ~~• ALS (amyotrophic lateral sclerosis)~~
- ~~• Cancer~~
- ~~• Cerebral palsy, muscular dystrophy~~
- ~~• Condition causing paralysis~~
- ~~• Hemophilia~~
- ~~• Mental illness (requiring hospitalization)~~
- ~~• Rare disease~~
- ~~• Severe burn involving over 20 percent of the body~~
- ~~• Severe head injury requiring hospitalization~~
- ~~• Spinal cord injury~~
- ~~• Stroke or cerebrovascular accident~~

B. A joint Association/Board committee (**CATASTROPHIC LEAVE COMMITTEE**) consisting of three (3) members of the bargaining unit appointed by the Association and three (3) administrators shall be appointed on a yearly basis to review requests under this provision, **INCLUDING RELEVANT MEDICAL DOCUMENTATION.** In order to approve a request for catastrophic illness/injury sick leave donation, a two-thirds (2/3) vote of the entire committee must prevail. The joint committee will establish rules and procedures for the allocation and disposition of donated leave under this Section 701.078. All rules and decisions of the joint committee require a two-thirds (2/3) vote of the entire committee.

C. Applications for catastrophic illness/injury sick leave donation must be jointly submitted to ~~the administrator of Labor Relations and the Association President~~ **SUPERINTENDENT OR DESIGNEE AND FORWARDED TO THE CATASTROPHIC LEAVE COMMITTEE (701.08B) FOR CONSIDERATION.** Applications will include, but not be limited to, the following information:

1. Nature of illness/injury
2. Physician(s') statement as to the condition and the need for sick leave
3. Projected date of return to duty
4. Explanation of previous sick leave usage
5. Any other pertinent information that applicant can submit to **CATASTROPHIC LEAVE** committee (**701.08B**) for its consideration.

D. The **CATASTROPHIC LEAVE** committee (**701.08B**) shall meet and make a determination regarding the request. The bargaining unit member shall be informed of the committee's decision in writing within three (3) days of the meeting. The decision of the committee shall be final.

E. The Association will assume the responsibility for solicitation of donations for approved bargaining unit members, subject to procedures established by the joint **CATASTROPHIC LEAVE** committee (**701.08B**) committee. A form shall be mutually developed to solicit donations. Bargaining unit members may donate any amount of their unused sick leave to the affected member. A maximum of forty-five (45) days may be granted to the applicant. If additional sick leave donation beyond the forty-five (45) days maximum is needed, the bargaining unit member must reapply for consideration by the committee. One renewal will be considered by the committee. All donation forms will be submitted **TO THE SUPERINTENDENT OR DESIGNEE. ONCE APPROVED, DONATED SICK LEAVE DAYS SHALL BE REFLECTED IN THE SICK LEAVE BALANCE OF THE APPROVED RECIPIENT. MEMBERS UTILIZING DONATED SICK LEAVE UNDER THIS PROVISION SHALL BE CONSIDERED IN PAID STATUS. DONATED SICK LEAVE DAYS SHALL BE UTILIZED BY THE APPROVED RECIPIENT FOR ALL DAYS WHICH WOULD OTHERWISE BE UNPAID. DONATED SICK LEAVE DAYS IN EXCESS OF THE NUMBER OF OTHERWISE UNPAID DAYS SHALL BE DISTRIBUTED BY THE CATASTROPHIC LEAVE COMMITTEE TO THE OTHER BARGAINING UNIT MEMBERS APPROVED FOR CATASTROPHIC LEAVE, UNLESS THE DONATING BARGAINING UNIT MEMBER HAS OPTED TO RECOUP EXCESS DAYS ON THE COMMITTEE DONATION FORM.**

F. The joint **CATASTROPHIC LEAVE** committee (**701.08B**) committee shall not grant donated sick leave so as to delay the disability retirement of a teacher.

G. All information and reports relating to the applications under this policy shall remain confidential to the extent allowed by law.

H. A teacher using donated sick leave shall not earn or accrue any sick leave under Section 701.01.

Article 700 Leaves of Absence

702.02 Family and Parental Leave

A. In addition to the reasons identified in Section 701.02 above, paid family leave shall be granted to full-time teachers for absences related to the birth, adoption, or foster placement for purposes of adoption (referred to as “foster” throughout this section) of a child as follows:

1. For the birth or adoptive/foster parent, up to thirty (30) paid family leave days for the birth of the child or the placement of the adoptive or foster child:
 - a. For the initial ~~ten (10)~~ **FIFTEEN (15)** days of leave, **THE TEACHER WILL BE PAID AT ONE HUNDRED PERCENT (100%) OF REGULAR PAY. FOR THE NEXT FIFTEEN (15) DAYS**, the teacher may use accrued sick leave or take unpaid leave.
 - ~~b. For the next twenty (20) days of leave, the teacher will be paid at seventy percent (70%) of regular pay. Teachers may supplement their pay, up to one hundred percent (100%), during the twenty (20) days by using accrued sick or personal leave.~~
2. For the non-birth parent, up to fifteen (15) family leave days within six (6) months of the birth of the child:
 - a. For the initial ~~ten (10)~~ **FIVE (5)** days, **THE TEACHER WILL BE PAID AT ONE HUNDRED PERCENT (100%) OF REGULAR PAY. FOR THE NEXT TEN (10) DAYS** of leave, the teacher may use accrued sick leave or take unpaid leave.
 - ~~b. For the next five (5) days of leave, the teacher will be paid at seventy percent (70%) of regular pay. Teachers may supplement their pay, up to one hundred percent (100%), during the five (5) days by using accrued sick or personal leave.~~

B. Current Contract Language

Article 205 Building Staff Meetings (renumber the remaining section)

~~205.05 The principal shall designate one full day at the beginning of the school year as being for the teacher’s own professional utilization at the teacher’s assigned building.~~

Article 1501 Procedures for Professional Negotiations

1501.03 School Calendar (all other language current contract language)

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. ONE FULL DAY AT THE BEGINNING OF THE SCHOOL YEAR FOR EACH TEACHER’S PROFESSIONAL UTILIZATION AT THE TEACHER’S ASSIGNED BUILDING.

~~78. The school calendar shall include F~~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 1st, 2nd, and 3rd academic quarter. Each records day shall be student non-attendance days and occur 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.

9. BEGINNING WITH THE 2026-2027 SCHOOL YEAR, THE SCHOOL CALENDAR SHALL INCLUDE THE EQUIVALENT OF THREE (3) HALF DAYS FOR TEACHERS TO USE FOR TEACHER DIRECTED WORK RELATED TO PLANNING AND DELIVERING EFFECTIVE INSTRUCTION THAT ADVANCES THE LEARNING OF EACH INDIVIDUAL STUDENT. TEACHERS SHALL BE PERMITTED TO PERFORM ALL ASSOCIATED TASKS REMOTELY.

Collective bargaining for school calendars other than for the school year immediately following the expiration of a collective bargaining agreement are not subject to this section, but are subject to bargaining in accordance with other sections of this article.

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. For the 2026-2027 and 2027-2028 school years, the three (3) half days identified in Section 1501.03(E)(9) shall be scheduled as follows: one full day on the third Friday of October, to be worked remotely, and one-half (1/2) day on the November Election Day, to be worked in person.
2. This MOU expires on the last contract day of the 2027-2028 school year.