

GRIEVANCE SETTLEMENT AGREEMENT

Columbus City Schools (CCS) denies any liability concerning grievance CEA-2526-14 filed by the Columbus Education Association (the Union); however, CCS and the Union nonetheless hereby agree as follows:

1. A learning walk is an observation of a CEA bargaining unit member's workspace by CCS Administrator(s) other than or in addition to the bargaining unit member's immediate supervisor done while utilizing the learning walk tool. For the duration of this agreement, the parties agree that learning walks shall constitute the sole CCS program for the implementation of Article 211.09, subject to the provisions of Paragraph 6 below. This provision shall not apply to routine workspace observations by building administrators or immediate supervisors, nor shall it apply to non-evaluative observations by CCS administrators necessary for reasons of legal compliance.
2. Learning walks are nonevaluative in nature and shall not be considered or referenced in a bargaining unit member's evaluation and/or other employment decisions, except in cases of alleged misconduct consistent with Article 404 of Master Agreement between the parties or as required by state or federal law. No records related to learning walks shall be maintained in any bargaining unit members' personnel file.
3. Feedback from learning walks shall be provided to bargaining unit members, but no response will be required of the bargaining unit employee. Individualized data and feedback will not be shared with other non-administrator Columbus City Schools employees.
4. Learning walks shall occur no more than twice per academic quarter, per bargaining unit member.
5. For the 2026-2027 school year, the form utilized to facilitate the learning walk process will be transitioned from the rubric in place at the time the grievance was filed to a mutually agreed upon checklist. Should the parties not reach agreement on a checklist, the grievance will be reinstated at Step 2.

6. Modifications to the learning walk process, or the implementation of a replacement non-evaluative observation program consistent with Article 211.09 of the Master Agreement will be discussed with the Union prior to the implementation of the modifications at a meeting of Joint Labor committee, unless the parties agree to an alternative notice and meeting process. The parties recognize the value of limiting classroom disruptions and are committed to implementing any substantive Article 211.09 program changes within the framework of this agreement.

7. This agreement shall expire the day prior to the first teacher contract day of the 2028-2029 school year.

The Union and the Grievant(s) agree that this is a full and final settlement of the above-referenced grievance, and that it shall not be pursued to arbitration (subject to the provisions of paragraph 5); and that there shall be no further claim arising from this grievance under the Collective Bargaining Agreement.

The parties to this Agreement agree that it shall not be precedent-setting and that it shall not be introduced, referred to, or in any other way utilized in any subsequent arbitration, litigation, or administrative hearing except as may be necessary to enforce its provisions and terms.

For Columbus Education Association:

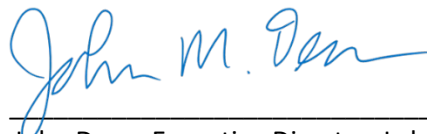
For CCS:



John Coniglio, President, CEA

May 7, 2026

Date



John Dean, Executive Director, Labor
Mgmt. & Employee Relations
5/7/2026

Date