

MEMORANDUM OF UNDERSTANDING
Teacher Directed Work Days for Building Substitutes

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. Effective August 17, 2026, Building Substitutes who have been in a classroom assignment for ten (10) consecutive school days or more will be compensated for actual time worked on the Article 1501.03 (E)(9) days for "teacher directed work related to planning and delivering effective instruction that advances the learning of each individual student."
 - a. Pursuant to a previous MOU, for all schools except for Woodcrest Elementary School, these days are scheduled for one full day on the third Friday of October and one half day on the November Election Day.
 - b. Also pursuant to a previous MOU, these days are scheduled for Woodcrest Elementary School as full days on September 24, 2026, and September 23, 2027, and a half day on the November Election Day.

This MOU shall continue in full force and effect until 11:59 P.M. on the last teacher contract day of the 2027-2028 school year.

For CEA:

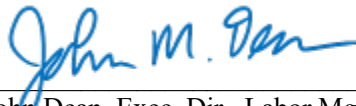


John Coneglio, President, CEA

10/7/26

Date

For the Board:



John Dean, Exec. Dir., Labor Mgmt. and Employee Relations

10/7/2026

Date