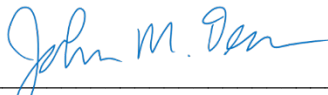


Letter of Agreement

The following agreement is entered into between the Columbus Education Association (CEA) and the Board of Education of Columbus City Schools (BOARD). The terms of this agreement are not intended to create a precedent or form the basis of a past practice between or among the parties.

The parties agree to the following regarding the use of Personal Leave on November 3, 2026:

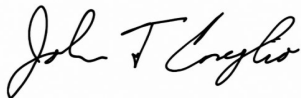
1. For November 3, 2026, only, the parties agree that CEA bargaining unit members may use personal leave for the purpose of working as a poll worker for a County Board of Elections.
2. If personal leave is used by a CEA bargaining unit member on November 3, 2026, to work as a poll worker for a County Board of Elections, any missed professional development must be made up by employee prior to the end of the 2026-2027 school year.
3. The BOARD and CEA agree that this agreement is not precedent-setting, and that except as explicitly modified by this LOA during the term of the LOA, all provisions of the CEA-BOARD Master Agreement remain in full force and effect.
4. This agreement expires at the end of the last teacher contract day of the 2026-2027 school year.



John M. Dean, Executive Director
Labor Management & Employee Relations
For the BOARD

10/13/26

Date



John Coneglio, President
For CEA

10/9/26

Date