

**MEMORANDUM OF UNDERSTANDING
INTERVENTION SPECIALIST RECRUITMENT INCENTIVE**

The following agreement is entered into between the Columbus Education Association (“CEA”) and the Board of Education of Columbus City Schools (“BOARD”). The parties agree to the following regarding a recruitment incentive for Intervention Specialists:

1. Effective with the execution of this agreement, CEA bargaining unit members may recruit new employees for Intervention Specialist positions and the first 50 referrals by the referred employee first day of employment with the BOARD will be eligible for a \$1000 recruitment bonus.
2. A bargaining unit member will be eligible for payment if the following conditions are met:
 - a. The new employee, not already committed to work as an Intervention Specialist for the 2025-2026 school year, must identify the CEA Bargaining Unit member that recruited the new employee at the time of application;
 - b. The new employee must begin employment with the BOARD as an Intervention Specialist on or before October 1, 2025;
 - c. The new employee and the referring bargaining unit member must complete the 2025-2026 school year on active pay status and receive pay on the payroll date immediately preceding the date on which the stipend is made.
3. Payment will be boarded no later than the second regular board meeting of June 2025.
4. Payment will be made to eligible employees within 60 days of the final contract day of the 2025-2026 school year.
5. 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.
6. This Letter of Agreement expires at the conclusion of the 2025-2026 school year.

For CEA:

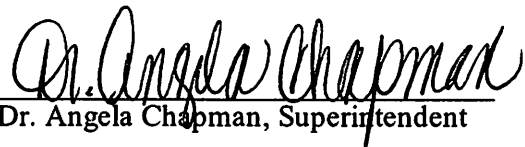


John Coneglio, President

10/24/24

Date

For the Board:



Dr. Angela Chapman, Superintendent

10/24/24

Date