

**AGREEMENT BETWEEN THE COLUMBUS COMMUNITY SCHOOL DISTRICT AND THE COLUMBUS
EDUCATION ASSOCIATION**
May 20, 2027

1. This agreement shall become effective as of July 1, 2026, and continue in effect through June 30, 2028, with a reopen to wages for 2027-2028 contract.
2. Approve and publish the staff handbook by August 11, 2026.
3. Move the 2 eligible teachers one lane change. To our knowledge, this year we will move one person from BA+12 to BA+24 = \$2,000 on the base and one person from BA+24 to MA = \$2,500 on the base.
4. Wage Increases:
 - a. Salary Increase
 - i. Add \$1,000 to the base for all certified staff (teachers, counselors, nurse)
 - ii. \$1,000 Bonus for years 0 – 12
 - iii. \$2,500 Bonus for years 13+
 - b. Coaches/Sponsors (Schedule C)
 - i. raise the base from \$35,500 to \$36,500.
 - ii. current positions = \$4,660 total increase
 - iii. Correction to Yearbook – agreed upon % is 6 not 8% as listed in SY26.
 - iv. Add Elementary Band at 3%
 - v. Rename Elementary Music to Elementary Chorus at 3%


Todd Heck, Board President


Lori Beenen, CEA Chief Negotiator

CEA Ratification Date: 05/24/2026

CCSD Board Approval Date: 05/24/2026