

This grievance report appeared in the January 23, 2023, *CEA Voice*.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a suspension without Just Cause.	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all employee personnel records, other than those records required to be retained by law. The district shall not reference nor utilize the discipline in any future employment actions related to the grievant.	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a Letter of Direction without Just Cause and in violation of the Article 404.02 disciplinary procedures.	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than those records required to be retained by law. The Board shall not reference nor utilize the letter in any future employment actions related to the grievant.	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's class load.	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step 2 Hearing held. Decision pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	In response to the Grievance Hearing which took place on Dec. 19, 2022, I need to respond to the original ABC concern author as well as concerns from other teachers who have come to me who do not agree with the author of the ABC Concern. Seven teachers came to me between the signing of the grievance and the hearing, and two more after the hearing to apologize for the signing the grievance, because they appreciate my support, but are frustrated with the restrictions on out of school suspensions for Pre-K through 3rd grade students due to House Bill 318. Two staff members started to comment on this and ask clarifying questions about it during the hearing and were told that while it was a great conversation to have, it was breaking protocol from the meeting. Staff members were not given the opportunity to have a conversation with me about this prior to signing the grievance. Only the ABC committee was present when we discussed the ABC concern. No other staff members, including the author of the concern, came to speak on it, and when I asked ABC members if they had anything to add or other ideas after we talked about the concern, no one spoke up to add anything else except one staff member who shared that HB 318 was real, and I didn't have any way around it to suspend students in Pre-K through 3rd grade except for very specific behaviors. So, there was no further conversation after the conclusion of the ABC meeting before the grievance was signed. Staff members who came to me were told they needed to sign it, because everyone was signing it. They also shared that they need the student to be removed out of the room when there is a fight, threats or violent behavior. I do believe Restorative Questioning works, but the majority of our staff has not been trained in Restorative Justice. We were trained in Trauma Informed Care, which is regulate, relate, and reason. Restorative Questions do fit into the "reason" part of Trauma Informed Care, but only two staff members at East Columbus have been trained in this process. Forcing a change to this extreme without training will only lead to teachers not believing it works, because it isn't implemented with fidelity. Behavior resolutions will continue to be assigned within 3 days, on a case by case basis, as is required in the Guide to Student Success. The resolution for discipline referred to me will be determined by, "taking into consideration an individual student's needs, including the age and grade level of the student, the student's history of misbehavior, and the specific offense and it's seriousness." Talking with students about their behavior, how they could respond differently in the future and how they can make things right should be part of the re-entry into the classroom or building, but depending on the above considerations, resolutions may also include ISS, OSS, and detentions especially for more violent infractions in support of and in keeping classroom teachers and other students in the classroom safe.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but not limited to Article 404, specifically 404.02 when the Columbus City School Administration unfairly issued a one day suspension without pay as a result of a November 17, 2022, predisciplinary meeting violating contractual discipline procedure and without Just Cause.	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel record and awarded any due back pay from the suspension. CEA also asks that NO REPRISALS be taken against the grievant due to the filing of this grievance.	Grievance filed at Step 2. District is holding in abeyance.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but not limited to Article 404, specifically 404.02 when the Columbus City School Administration unfairly issued a one day suspension without pay as a result of a November 17, 2022, predisciplinary meeting violating contractual discipline procedure and without Just Cause.	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel record and awarded any due back pay from the suspension. CEA also asks that NO REPRISALS be taken against the grievant due to the filing of this grievance.	Grievance filed at Step 2. District is holding in abeyance.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Dr. Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinterpretation, or misapplication of the Master Agreement, including but not limited to the incident that occurred on December 13, 2022.	Grievants shall be made whole in every way, including not limited to the following: 1) The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. The board shall provide appropriate administrative support consistent with this article; 2) Walkies made available for staff upon request; 3) Consistent notification of administrative absences for staff during the school day; 4) Notification of the schedule for when administrative staff are in the building after hours for planned events; 5) Provide training for staff including, but not limited to: reverse evacuation, active shooter, lockdown and gang training; 6) Notation in the PLP by administrative staff when student discipline consequences are reduced and the reason for such reduction; and 7) That no reprisals be taken against the grievant(s) due to the filing of this grievance.	Step 1 hearing held. Awaiting response.