

| Building/Unit Administrator                               | Statement of Grievance                                                                                                                                                                                                                                                                                                                                                                                                                        | Relief Requested                                                                                                                                                                                                                                                                                                                                                                                                                                            | Disposition                                                                                                                                                                                                                                                                                                                                                            |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>South HS 7-12 Christy Nickerson</b>                    | 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.                                                                                                                                                                                                                                                                                                                                |
| <b>CCS Administration</b>                                 | 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. | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>CCS Administration</b>                                 | 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.                                                  | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>CCS Administration</b>                                 | 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.                                                  | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>Ridgeview MS Natalie James</b>                         | 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.                                                                                                                                                               | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>CCS Administration (a)</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.                                     | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>CCS Administration (b)</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.                                     | Arbitration requested, pending arbitrator selection and hearing dates.                                                                                                                                                                                                                                                                                                 |
| <b>Vulnerable Youth Division Supervisor Felisha Lyons</b> | Vulnerable Youth Division Supervisor Felisha Lyons, acting in her capacity as agent of the BOARD, directed grievant via email to share her Microsoft Outlook calendar with Supervisors, in violation, misinterpretation, and/or misapplication of the "Memorandum of Understanding Project Connect Arbitration" between the BOARD and the Columbus Education Association and/or the Master Agreement.                                         | Grievant shall be made whole in every way, including but not limited to the following: The BOARD shall retract the directive to bargaining unit members to share their Microsoft Outlook calendars. The BOARD shall remove from grievant's personnel file any discipline related to the directive. The BOARD shall cease and desist from violating, misinterpreting, and/or misapplying the Memorandum of Understanding Project Connect Arbitration.        | Grievance filed at Step 1. Awaiting hearing.                                                                                                                                                                                                                                                                                                                           |
| <b>Cassady ES Amber Hall</b>                              | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in the school's office.                                                                                                                                                                                                                                   | That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in the future, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.                                                                       | At the Step 1 meeting on April 28, 2023, Grievant stated she was yelled at and also cited statements allegedly made by the principal on April 5, 2023. Based on the information presented at the Step 1 meeting and statements the principal has from witnesses that were in the front office at the time, no contractual violation occurred. The grievance is denied. |
| <b>CCS Administration</b>                                 | 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 four day unpaid suspension 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: Grievant shall be made whole with interest for all lost wages and/or benefits. The Board shall immediately remove all references to the suspension issued on April 26, 2023 from all employee personnel records, other than those required to be retained by law. The Board shall not reference nor utilize the letter in any future employment actions.         | Pursuant to Article 404.02(E) of the CEA-CCS Master Agreement, the attached grievance is being filed by the Association today (4/29/23) at Step 2 regarding a bargaining unit member suspension issued without just cause.                                                                                                                                             |
| <b>Livingston ES Sherra Cook</b>                          | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Livingston ES, Sherra Cook, 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.                                                                                                                           | Grievance filed at Step 1. Awaiting hearing.                                                                                                                                                                                                                                                                                                                           |

**Building/Unit  
Administrator**

**Statement of Grievance**

**Relief Requested**

**Disposition**