

**This grievance report appeared in the *CEA Voice* for Sept. 25, 2023.**

<b>Building/Unit Administrator</b>	<b>Statement of Grievance</b>	<b>Relief Requested</b>	<b>Disposition</b>
<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>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.	Awaiting Step 2 response.
<b>CCS Administration</b>	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by unilaterally modifying the online application form to receive a continuing contract after it's mutual approval by the Board and Association. Such unilateral modification established additional standards for receipt of continuing contract in violation, misapplication, and/or misinterpretation of provisions of the Master Agreement.	All CEA bargaining unit members who applied and were denied continuing contract status during the 2022-2023 school year on the basis of not having received "accomplished" or "skilled" overall ratings, but who have met all requirements of Article 401.08 shall immediately be deemed employed under a continuing contract. The Board shall cease and desist from violating/misinterpreting/misapplying the agreement.	Grievance filed at Step 2. Awaiting response.
<b>PAR Administrator Rhonda Rice</b>	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement when they failed to pay grievant the full amount owed for extra duty work performed during the 2022-2023 School Year as established by her Peer Assistance and Review supplemental contract.	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for supplemental wages owed based upon her 2022-2023 Peer Assistance and Review supplemental contract, including interest at the applicable IRS rate. The Board shall cease and desist from prorating supplemental contracts, except in accordance with Article 402 of the Master Agreement.	Step 2 hearing pending.
<b>Columbus Africentric 9-12 Sherri Williams</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Africentric 9-12 Sherri Williams, subjected the grievant to extreme verbal abuse at an after school meeting.	That the principal apologize in writing to the grievant; that the principal does not subject the grievants 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.	Requested relief denied.
<b>CCS Administration</b>	CCS Hearing Officer Dianne McLinn, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2022-2025 Master Agreement by authorizing the issuance of a Written Reprimand to grievant without just cause.	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 7, 2022 from the grievant's personnel and discipline files. Any record of the Written Reprimand issued on or about June 7, 2022 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the Written Reprimand was withdrawn by the board. The Written Reprimand issued on or about June 7, 2022 or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education.	Step 2 hearing held. Awaiting response.
<b>Starling PreK-8 Dr. Joan Bucy</b>	Starling PK-8 Principal Dr. Joan Bucy, acting in her capacity as agent of the Columbus City Schools Board of Education, violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a Letter of Direction without just cause. Additionally, Dr. Bucy violated, misinterpreted, and/or misapplied the Master Agreement by failing to provide appropriate administrative support to grievant to uphold Board Policy (inclusive of the Guide to Student Success).	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 of Direction issued on September 1, 2023 from all employee records, other than those required to be retained by law. The Board shall not reference the letter in any future employment actions. The Board shall provide appropriate administrative support consistent with Article 208.01.	Grievance resolved at Step 1. Letter of Direction reduced to non-disciplinary Summary of Conference.
<b>Career &amp; Technical Education Department Jennifer Meade</b>	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the Director of Career and Technical Education Jennifer Meade subjected the grievant to direct, verbal criticism in front of staff and repeated and/or extreme verbal abuse, and failed to provide appropriate administrative support with regards to even distribution of student case loads and allowing peers to access, monitor and check her work; and that NO REPRISALS be taken against the grievant for the filing of the grievance.	The grievant shall be made whole by ceasing the direct, verbal criticism in front of other staff members; immediately ceasing the extreme and/or repeated verbal abuse; the grievant be provided the appropriate administrative support with regards to ceasing the allowance of peers to access, monitor, and check her work; and that NO REPRISALS be taken against the grievant for the filing of the grievance.	Denied at Step 2.
<b>Career &amp; Technical Education Department Jennifer Meade</b>	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the grievant was given a Written Reprimand June 15, 2023 without just cause.	The grievant shall be made whole in every way including but not limited to removing the Written Reprimand from all personnel files. Removing the Letter of Direction that is included and lead to the the Written Reprimand; the grievant shall have her original job roles/responsibilities returned to her; and that NO REPRISALS be taken against the grievant for the filing of the grievance.	Step 2 hearing pending.
<b>CCS Administration</b>	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when it was determined that their back pay for classroom reassignment was deemed inappropriate.	Both grievants shall be made whole by immediate repayment of the classroom reassignment pay that has been calculated, plus 5% interest compounded annually; and that NO REPRISALS be taken against the grievants for the filing of this grievance.	Step 2 hearing pending.
<b>CCS Administration</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally altered the start and end times of the school day at the JIC.	That the administration revert to the original start and end times in place at JIC, that the grievants be made whole for any expenses incurred as a result of the change (i.e. child care) 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 pending.
<b>CCS Administration</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally changed the schedule at JIC from a nine period day to an eight period day and required the teachers at JIC to teach six sections instead of five and eliminated their duty period.	That the administration reduce the number of teaching sections to five and reinstate the duty period, 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 pending.
<b>CCS Administration</b>	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by hiring a bargaining unit member in a Psychologist position and directing them to perform the job duties of two different CEA bargaining unit positions during the same school year (Psychologist and Behavior Specialist).	The grievant(s) shall be made whole in every way, including but not limited to: Agents of the Board shall immediately cease and desist from directing bargaining unit members to perform job duties of bargaining unit members in other position titles. Grievant(s) shall be made whole at the grievant(s) hourly rate with interest for all additional work performed outside of the contract day as a result of the Board's directives.	Step 1 Hearing pending.
<b>Salem ES Mikki Myers</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Salem ES, Nikki Myers, subjected the grievant to direct verbal criticism/extreme verbal abuse in front of a student and staff members in the Health 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.	Step 1 Hearing pending.