

This grievance report appeared in the *CEA Voice* for Sept. 11, 2023.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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.	Arbitration requested, pending arbitrator selection and hearing dates.
Cassady ES Amber Hall	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.
CCS Administration	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 its 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.
PAR Administrator Rhonda Rice	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.
Columbus Africentric 9-12 Sherri Williams	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.	Step 1 hearing pending.
CCS Administration	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 pending.
Career & Technical Education Department Jennifer Meade	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.	At the Step 1 meeting on June 1, 2023, the member she was subjected to extreme verbal abuse and that the volume of work assigned to her was higher than that of her peers. Since January, three additional members have been added to the team and the work is evenly distributed. Numerous team meetings have been held to discuss these processes. The member said that I subjected her to verbal abuse and criticism following a meeting on May 25, 2023. On that day, an informational meeting with the member needed to be stopped when it became apparent that the matters being discussed might result in discipline. Based on the fact presented at the Step 1 meeting, no contractual violation occurred. The grievance is denied.