

This grievance report appeared in the *CEA Voice* for Oct. 9, 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.
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.	Resolved via negotiated settlement agreement.
CCS Administration	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. Awaiting response.
CCS Administration	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 held. Awaiting response.
CCS Administration	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 held. Awaiting response.
Salem ES Nikki Myers	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 2 hearing requested. At the Step 1 meeting on Sept. 27, 2023, the grievant stated "The principal said I am calling the supervisor since this nurse does not know how to nurse." The grievant also said, "this happened in the nurse's office in-front of 2 staff members and a student." That was not stated by the principal. There is no violation of the contract and requested relief is denied.
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 video evidence was used during a pre-disciplinary meeting, but not provided to the Association or its designee when the pre-disciplinary hearing notice was sent. Discipline was issued from that pre-disciplinary hearing.	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 written reprimand issued on September 14, 2023 from all employee records, other than those required to be retained by law. The Board shall not reference nor utilize the reprimand in any future employment actions. No reprisals be taken against the grievant due to the filing of this grievance.	Step 2 hearing pending.
Indianola Informal K-8 Brandy Koeth	Indianola Informal K-8 Principal Brandy Koeth, 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 directed not to enforce the student dress code enumerated in the 2023-2024 Guide to Student Success.	The grievant shall be made whole in every way, including but not limited to the following: The Board shall provide appropriate administrative support consistent with Article 208.01 and shall immediately cease and desist from directing bargaining unit members not to enforce board policy, inclusive of the "Guide to Student Success".	Step 1 hearing held. Awaiting response.

**Building/Unit
Administrator**

Statement of Grievance

Relief Requested

Disposition