

This grievance report appeared in the *CEA Voice* for Oct. 30, 2023.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
<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 hearing.
<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 denied. Awaiting vote from Board of Governors to go to the arbitration.
<b>Salem ES Nikki 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.	Based on the information presented at the Step II hearing, the Hearing Officer's acknowledged that the incident that occurred on September 18, 2023 was a stressful situation for everyone involved. However, there was no evidence presented that the Administrator subjected the grievant to direct verbal criticism/extreme verbal abuse. Thus there was no violation Article 404.06 or 404.07. In lieu of the above, the relief requested is denied.
<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 held. Based on the information presented at the Step II hearing, it is the position of the Hearing Officer, that there is nothing in the Master Agreement that prevents the District from assigning teachers to teach a class during their duty period while maintaining their required lunch and conference period. In lieu of the above, the relief requested is denied.
<b>Linden-McKinley STEM 7-12 Dr. Michael McCrory</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Dr. McCrory changed a teacher's schedule at Linden McKinley and eliminated their lunch period, leaving them to teach seven periods.	That the administration reduce the number of teaching sections to five and rotate sub coverage during the duty period, restore the teachers' lunch period 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. Awaiting response.