

This grievance report appeared in the *CEA Voice* for Feb. 26, 2024.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 hearing.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Linden-McKinley Principal Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinterpretation, or misapplication of the Master Agreement, including but not limited to: instructing bargaining unit members not to write behavior referrals, unilaterally modifying and/or failing to follow the building's discipline plan, and inconsistently enforcing dress code.	Grievants shall be made whole in every way, including not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Articles 208.01 and 208.03. The board shall provide appropriate administrative support consistent with these articles.	Settlement reached. Original Discipline Plan restored.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA Master Agreement and/or Board Policy when CEA bargaining unit members in the Library Media Specialist job title were directed to immediately remove in-circulation copies of "Gender Queer: a Memoir" from school libraries district-wide. The book was deemed "unauthorized" with no formal challenge or review process having taken place.	Grievance shall be made whole in every way, including, but not limited to the following: the directive issued on or about December 11, 2023 shall be rescinded in writing. The board and slant or its agents shall cease and desist from violating, misinterpreting, or misapplying provisions of the master agreement, including but not limited to the "Letter" on page 162, and shall comply with Board Policies po2240, po2520, and po2525.	Step 2 hearing held. Awaiting decision.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the grievant was denied the opportunity the right of bargaining unit members to utilize supplemental materials that are aligned with board approved curriculum (inclusive of curriculum guides and frameworks), and which are appropriate to the levels of ability and maturity of the students, supplemental materials in conjunction with the District approved HMH reading materials.	The grievant shall be made whole in every way, including but not limited to the following; allow the teacher to use supplemental materials as described in 2022-2025 Master Agreement letter, the the Board cease and desist allowing Bargaining Unit members to decide the appropriateness of supplementals and that NO REPRISALS be taken against the grievant for the filing of the grievance.	Awaiting Step 2 Grievance Hearing.
South HS 7-12 Christy Nickerson	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 and failed to process 190s within three work days.	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, process 190s within 72 hours and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Filed at Step 1.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a Letter of Direction without just cause and without regard for progressive discipline.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Letter of Direction written on February 8, 2024 from all employee records, other than those required to be retained by law. The Board shall not reference the Letter of Direction in any future employment actions.	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement
CCS Administration	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 and the Letter of Agreement dated September 18, 2023 when they failed to pay Building Substitutes who elected one-year limited teaching contracts at the appropriate step on the teacher salary schedule in accordance with the 2022-2025 Master Agreement.	Grievants shall be made whole in every way, including but not limited to the following: Grievants shall immediately be paid in full for wages owed based upon the Master Agreement, including interest at the applicable IRS rate. The Board shall cease and desist from violating provisions of the Master Agreement and the Letter of Agreement dated September 18, 2023.	Filed at Step Two consistent with Article 110.06 of the Master Agreement.