

This grievance report appeared in the *CEA Voice* for May 6, 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.
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 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.
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 Written Reprimand 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 Written Reprimand written on February 26, 2024, from an employee records, other than those required to be retained by law. The Board shall not reference the Written Reprimand in any future employment actions.	Board of Governors voted to approve moving the issue to arbitration.
Eastgate ES Mary J. Pettigrew	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastgate ES, Mary J. Pettigrew, 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.	Step 1 hearing held. Awaiting decision.
Westmoor MS Wendy Gittens & Leslie Hejduk	Westmoor MS Principal Wendy Gittens and AP Leslie Hejduk, acting in their capacity as agents 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 failing to respond appropriately to 190s, failing to follow the adopted building discipline plan, and disputing disciplinary consequences with bargaining unit members in front of students.	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 Article 208.01. The board shall provide appropriate administrative support consistent with this article.	Grievance filed at Step 1. Response pending.
Ohio Ave. ES Anthony Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio Avenue ES, Anthony Williams failed to provide music once a week for forty-five (45) minutes for the full year in grades Kindergarten through Fifth and failed to provide appropriate administrative support to the grievant 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 the principal cease and desist from allowing students to be pulled from Music, 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.	As the Building Principal, safeguarding a student's physical and emotional well-being remains a paramount responsibility. I am committed to this endeavor by continuing to equip and empower our classroom teachers with effective strategies and resources for behavior management, consistently aligned with our building's PBIS flowchart. Referrals adhering to this flowchart, progressing through "ALL" stages, will be diligently addressed and resolved in a timely manner. It is our buildings collective agreement that our building-level flowchart outlines specific Level 1 and Level 2 behaviors designated as classroom managed. I firmly believe in empowering our teachers to address these identified classroom managed behaviors effectively. In addition, I will ensure that students are receiving their 45 minutes of music time in spite of the parents request that their students take part in our Student Led Restorative Practices Leadership program, which was designed to help create student leaders, helping resolve conflict in the building to further our district and building SEL and PBIS initiatives.
Walnut Ridge HS Michael Spellis	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Walnut Ridge HS, Michael Spellis, failed to award the grievant the WRHS Head Football Coach Supplemental Contract despite being the only qualified applicant.	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the WRHS Head Football Coach Supplemental be awarded to the grievant and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Grievance filed at Step 1. Response pending.
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 Written Reprimand without just cause.	Grievant shall be made whole in every way, including but not limited to the following: The Written Reprimand issued on April 18, 2024 shall be withdrawn. The Board shall immediately remove all references to the Written Reprimand from all employee records, other than those required to be retained by law. The Board shall not reference the Written Reprimand in any future employment actions.	Requested to be forwarded to Step 2.
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie Emerson, 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.	Grievance filed at Step 1. Awaiting response.

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<b>Ohio Ave. ES Anthony Williams</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio ES, Anthony Williams, 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.	Grievance filed at Step 1. Response pending.
<b>Buckeye MS Jodie Emerson</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie, 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.	Grievance filed at Step 1. Response pending.
<b>Linden-McKinley HS Dr. Michael McCrory</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Linden McKinley HS, Dr. Michael McCrory failed to award the grievant the LMHS Head Football Coach Three Year Supplemental Contract despite serving as the LMHS Head Football Coach for six years under successive one-year contracts.	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the LMHS Head Football Coach Three Year Supplemental Contract be awarded to the grievant and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Grievance filed at Step 1. Response pending.