

This grievance report appeared in the *CEA Voice* for August 19, 2024.

| Building/Unit Administrator | Statement of Grievance | Relief Requested | Disposition |
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| 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 it's 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 it's 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 Repimand 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. |
| 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. | Step 1 hearing held. Awaiting response. |
| Linden-McKinley HS Dr. Michael McCrory | 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. | Settlement Agreement signed. |
| CCS Administration | Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/CCS Master Agreement when the grievant was issued a Written Reprimand without just cause. | The grievant shall be made whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn. The Board shall immediately remove all references of the Written Reprimand from all employee records, other than those required by law. This Written Reprimand was not based on equal treatment. The member was not insubordinate, unprofessional, nor inappropriate. | Requested to be filed at Step 2. |
| Independence HS Donis Toler Jr. | Donis Toler Jr., acting in his capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when he made a selection for department chair of the English Department which was arbitrary and capricious, informing grievant that she would not remain department chair, despite the support of her colleagues, for the following reason: "Just change in leadership. Thanks." | Grievant shall be made whole in every way, including but not limited to the following; The Board shall immediately restore grievant to the department chair position for the 2024-2025 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement, including but not limited to Article 203. | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members eligible to receive supplemental hours for IEP paperwork and/or meetings under the applicable contractual provision(s) were not paid for these hours by the 21st pay date of the 2024-2024 school year. | Grievants shall be made whole in every way, including but not limited to the following; All eligible CEA bargaining unit members shall immediately be paid in full for all applicable School Year 2023-2024 IEP paperwork and/or meeting hours under Article 305.03 of the Master Agreement, including interest at the IRS rate. | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working Agreement when CEA Building Substitutes were reassigned arbitrarily and/or capriciously for the following school year. The Agreement was further violated, misinterpreted, and/or misapplied when written notices of reassignment were not inclusive of the reason for reassignment. | Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment issued on or about June 25, 2024 shall be immediately rescinded. The Board shall immediately cease and desist violating the Building Substitute Working Agreement, including but not limited to Article 1202.10. | Settlement Agreement signed. |
| CCS Administration | On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when he verbally informed CEA President John Coneglio that the Board would not implement elements of a new program/initiative which was voted on and approved by the joint Reform Panel utilizing the authority explicitly delegated to the Panel by the Master Agreement. | Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the Reform Panel during the 2023-2024 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying Articles 102 and 1503 of the Master Agreement, and the MOU - School Transformation Pilot Program. | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working Agreement when CEA Building Substitutes were reassigned arbitrarily and/or capriciously for the following school year. The Agreement was further violated, misinterpreted, and/or misapplied when written notices of reassignment were not inclusive of the reason for reassignment. | Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment issued on or about June 25, 2024 shall be immediately rescinded. The Board shall immediately cease and desist violating the Building Substitute Working Agreement, including but not limited to Article 1202.10. | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members in the Adapted Physical Education (APE) Department were not paid for Board authorized supplemental services performed during the 2023-2024 school year. | Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be paid in full for all applicable School Year 2023-2024 supplemental hours under Article 903 of the Master Agreement, including interest at the IRS rate. | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members in the Instructional Coach job title were not reimbursed at the IRS rate for use of private transportation necessary to perform job duties during the 2023-2024 school year. | Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be reimbursed in full for all applicable School Year 2023-2024 mileage under Article 907 of the Master Agreement, including interest at the IRS rate. | Filed at Step 2. |

| Building/Unit Administrator | Statement of Grievance | Relief Requested | Disposition |
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| CCS Administration | The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building Substitutes when CEA Building Substitute one year limited contracts were not deemed renewed and affected bargaining unit members were instead issued notices of nonrenewal, after the statutory deadline for nonrenewal of June 1. | Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year limited employment contracts to grievants for the 2024-2025 school year. The Board shall remit to grievants lost wages and actual costs incurred for loss of benefits (inclusive of interest at the IRS rate). The Board shall remit to CEA an amount equal to dues plus interest for all grievants. | Filed at Step 2. |
| CCS Administration | The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement and the Letter of Agreement dated February 15, 2024, when applicants to the High Needs Licensure Program were not provided written notice of their acceptance to the program. | The Board shall immediately notify accepted applicants in writing and shall cease and desist from violating provisions, inclusive of negotiated timelines, of the CEA-CCS Master Agreement and/or Letter of Agreement dated February 15, 2024. | Filed at Step 2. |
| CCS Administration | The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement and the Letter of Agreement dated February 15, 2024, when applicants to the High Needs Licensure Program were not provided written notice of their acceptance to the program. | The Board shall immediately notify accepted applicants in writing and shall cease and desist from violating provisions, inclusive of negotiated timelines, of the CEA-CCS Master Agreement and/or Letter of Agreement dated February 15, 2024. | Filed at Step 2. |
| Whetstone HS Janet Routzong | 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's EL Department Chair Supplemental was prorated. | Grievant shall be made whole in every way including but not limited to the following: That the grievant be paid in full for supplemental wages based upon the EL Department Chair Supplemental Contract and that no reprisals be taken against the grievant. | Denied at Step 2. BOG voted to approve filing arbitration. |
| Africentric Early College HS Sherrie Williams | Sherrie Williams, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when she made a selection for department chair of the English Department which was arbitrary and capricious by conducting a second department chair election with an incorrect ballot despite the unanimous support of her colleagues in the department and failing to provide the grievant any reason for the decision. | Grievant shall be made whole in everyway, including, but not limited to the following: The Board shall immediately restore agreement to the department chair position for the 2024–2025 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying, provisions of the of the Master Agreement, including but not limited to Article 203. | Grievance denied at Step 1. No violation of the Contract occurred. |
| Africentric Early College HS Sherrie Williams | Sherrie Williams, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when she made a selection for department chair of the Special Education Department chair elections via a google doc sent to staff denying the Special Education Department the opportunity to conduct its own vote and failing to provide the grievant with any reason why she would not remain department chair. | Grievant shall be made whole in every way, including, but not limited to the following: The Board shall immediately restore grievant to the department chair position for the 2024–2025 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying, provisions of the Master Agreement, including but not limited to Article 203. | Grievance denied at Step 1. No violation of the Contract occurred. |