

This grievance report appeared in the *CEA Voice* for May 12, 2025.

Building/Unit Admin.	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 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 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.
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whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn.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.
CCS Administration	The Board and/or it's 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.	Advanced to arbitration.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/Administration's unilateral expansion of the citywide standardized testing program significantly increased teacher duties related to test administration.	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive issued on or about September 13, 2024, and cease and desist from expanding the citywide standardized testing program in violation of the Master Agreement. We also ask that NO REPRISALS be taken against the grievant(s) due to the filing of this grievance.	Step 2 hearing held. Awaiting response.
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 Letter of Direction without just cause.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the Letter of Direction issued on December 18, 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 CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to follow the priority selection of applicants for summer school.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/Administration shall re-do the selection for summer school and follow the priority selection of applicants for summer school, and that NO REPRISALS be taken against the grievant(s) for the filing of this grievance.	Filed at Step 2.
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's Principal, acting as agent of the Board, failed to hold the required Article 701.06(F) conference with grievant regarding her absences. Subsequently, grievant was issued a Letter of Direction without just cause.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the Letter of Direction issued on February 25, 2025 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 CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide professional development with customized content to School Social Workers.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social Workers with customized professional development in the future, and the Board/Administration provide a one-year paid professional development subscription for each School Social Worker to recoup the PD opportunities wasted over the 2024-2025 school year.	Step 2 hearing held, awaiting response.
CCS Administration	The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement by incorrectly calculating and crediting sick leave for full-time hourly CEA bargaining unit members.	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be recalculated and revised in a manner consistent with Master Agreement provisions. Members shall be made whole, with interest, for any loss in pay due to incorrectly calculated leave sick leave balances. The Board shall comply with Articles 701 and 904.	Filed at Step 2 consistent with Article 110.06 of the Master Agreement
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to return 190 Corrective Measure forms to the originating staff member with the corrective action noted within three (3) work days of receiving it in violation, misinterpretation, or misapplication of the Master Agreement.	Grievants shall be made whole in every way, including but not limited to the following: The Board and it's agents shall cease and desist from violating, misinterpreting, and or misapplying, the Master Agreement including but not limited to Art. 208.11. The Board shall return 190 Corrective Measure forms to the originating staff member in compliance with the Master Agreement.	Filed at Step 1.
South HS Christy Nickerson	South HS Principal Christy Nickerson, acting in her capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline that is legal and consistent with Board policy (currently including the Guide to Positive Student Behavior) in violation, misinterpretation, or misapplication of the Master Agreement, including but not limited to documenting "student teacher mismatch" as a behavioral referral resolution.	Grievants shall be made whole in every way, including not limited to the following: The Board shall reissue an appropriate Behavior Referral resolution to the April 3, 2025, 190. The Board and it's 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 granted at Step 1. Inappropriate language removed from 190 resolution.
Eakin ES Theresa Eraybar	Eakin ES Principal Theresa Eraybar, acting in her capacity as agent of the Board, has failed to engage in monthly Association Building Council meetings and/or appoint members of the Association Building Council in violation, misinterpretation, or misapplication of the Master Agreement throughout the 2024-2025 school year.	Grievant(s) shall be made whole in every way, including not limited to the following: The Board and it's agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 202. The Board shall appoint ABC members and hold monthly ABC meetings in compliance with the Master Agreement.	Filed at Step 1.