

This grievance report appeared in the *CEA Voice* for May 27, 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 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 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
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.	Advanced to Step 2. Awaiting hearing.
West HS Daniel Roberts	West HS Principal Daniel Roberts, acting in his capacity as agent of the Board, directed grievant to provide class coverage during his coach's extra conference period in violation, misinterpretation, or misapplication of the Master Agreement.	Grievants shall be made whole in every way, including not limited to the following: The Board shall provide notice electronically to all bargaining unit members at West HS that the language of Article 507 will be followed and no eligible head coach shall be directed to provide coverage during their extra period. The Board shall cease and desist from violating, misinterpreting, and or the Agreement including but not limited to Article 507.	Step 1 hearing held. Awaiting response.
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to develop appropriate customized content and/or allow Briggs HS counselors and social workers to attend appropriate departmental customized content for their professional development in violation, misinterpretation, or misapplication of the Master Agreement.	Grievants shall be made whole in every way, including not limited to the following: Affected Grievants shall be offered makeup PD (inclusive of CEU credit) during the contractual workday before the end of the 2024-2025 school year. The Board and it's agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 507.	Step 1 hearing held. Awaiting response.
Marion-Franklin HS Tanita Fleming	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Marion Franklin HS, Tanita Fleming failed to follow the CEA/Board Master Agreement in the selection of the Social Studies Department Chair position for the 2025-2026 school year.	The grievants shall be made whole in every way, including but not limited to the following: Principal Fleming shall immediately follow the proper procedure for the selection of the Social Studies Department Chair. We also ask that NO REPRISALS be taken against the grievants for the filing of this grievance.	Filed at Step 1.
Walnut Ridge HS Michael Spellis	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the principal at Walnut Ridge, Michael Spellis, when he allowed multiple teachers to carry a class load in excess of 150 students.	The grievants shall be made whole in every way, including but not limited to the following: that the principal immediately remove the extra students from the bargaining members' rosters, that each affected bargaining unit member receive one hour of pay at the hourly extended rate for each workday their rosters were above the maximum student load and that no reprisals be taken against the grievants who filed this grievance.	Filed at Step 1.