

This grievance report appeared in the *CEA Voice* for Aug. 18, 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.	Step 2 hearing pending, relief requested denied.
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.	Settlement pending.
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.	Placed in abeyance pending settlement.
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.	Settlement.
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.	Placed in abeyance pending settlement.
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.	Step 2 hearing held. Response received granted in part.
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.	Settled.
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.	Grievance denied at Step 1.
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.	Step 2 denied. Advanced to arbitration.
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.	Step 1 hearing held. Relief requested denied.
CCS Administration	The Board of Education and/or its agents violated misinterpreted, and/or misapplied provisions of the CEA-CCS 2022-2025 Master Agreement when they failed to remit to Grievants applicable High Needs Licensure Stipends, payable at the end of the year.	Grievants shall be made whole in every way, including not limited to the following: The Board shall immediately remit to grievants the applicable 912.02(D) stipends in full, including interest at the IRS rate. The Board and its agents shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement, including but not limited to Article 912.02.	Payment made. Grievance withdrawn.
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 when approved expenses were not reimbursed consistent with Board policy.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the eWritten Reprimand issued on June 16, 2025, from all employee records, other than those required to be retained by law. The Board shall reimburse all expenses submitted by grievant consistent with Board Policy and Administrative Guidelines.	Settled. Discipline rescinded.
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, when grievant was directed to reimburse to the District five (5) approved professional leave days, and when approved expenses were not reimbursed consistent with Board policy.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the Written Reprimand issued on June 16, 2025, from employee records, other than those required to be retained by law. The Board shall rescind it's directive that grievant reimburse professional leave day, and reimburse all expenses submitted by grievant consistent with Board policies/ AGs.	Granted in part at Step 2. Union to respond.
CCS Administration	The Board violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when it failed to deduct and remit to the Association the balance of annual dues obligations from the final paychecks of former bargaining unit members (including but not limited to members) upon the end of the members' employment in a bargaining unit position after the opening of school.	The Board shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not limited to Art. 109.03(D). The Board shall immediately remit to the Association the balance of annual dues obligations owed by all former bargaining unit members under Art. 109.03(D) which were not remitted during the 2024-2025 school year.	Advanced to arbitration.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS 2022-2025 Master Agreement when it reduced the number of bargaining unit positions in the Attendance Specialist job title, resulting in non-renewal of bargaining unit member(s), without following contractual Reductions in Personnel provisions.	Affected grievant(s) shall be made whole in every way including but not limited to the following: All improperly non-renewed bargaining unit members in the Attendance Specialist job title shall be immediately rehired and remitted an amount equal to all lost wages and benefits plus interest. The Board shall cease and desist from violating the Master Agreement, including but not limited to Art. 704.01 and 704.03.	Denied at Step 1.
Melinda Diaz Health Services Supervisor	Health Services supervisor Melinda Diaz, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the Nurse Schedule Letter of Agreement, Master Agreement, and/or binding past practice when she informed bargaining unit member(s) via email the Nurses working less than 1.0 FTE must schedule work days inclusive of either a Friday or Monday.	Grievants shall be made whole in every way including but not limited to the following: The Board shall immediately rescind the directive that School Nurses working less than 1.0 FTE must schedule work days inclusive of either a Friday or Monday. The Board shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement, Nurse Schedule LOA, and binding past practice.	Step 2 hearing held.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when during its regular Board of Education meeting, the Board voted to subcontract bargaining unit work to the Education Service Center of Central Ohio (ESCCO) without first following the relevant contractual procedure, and laid off bargaining unit members as a result of the subcontracting.	Grievant(s) shall be made whole in every way, including but not limited to the following: Affected grievant(s) shall be reinstated to their bargaining unit position(s) with back pay, plus interest at the IRS rate. The Board shall immediately void the contract between the Board and the Education Service Center of Central Ohio. The Board shall comply with Art. 101.02 of the Master Agreement.	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when it denied the member a salary step increase after completing 120 days in the 2024-2025 school year.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall cease and desist from violating, misinterpreting, and misapplying Art. 901 and 213 of the Master Agreement and the grievant shall be granted a salary step increase for the 2025-2026 school year.	Filed at Step 2.