

This grievance report appeared in the *CEA Voice* for Sept. 8, 2025.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
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.	Settled during negotiations..
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.	Awaiting 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.
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.
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.	Settlement pending.
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.
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.	Grievance denied at Step 2. Union to respond.
CCS Administration	The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when during it's 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.	Grievance denied at Step 2. Union to respond.
CCS Administration	The Board and/or it's 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.
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's bi-weekly pay began receiving overpayment deductions without prior notification or opportunity to reach an agreeable amount.	The grievant shall be made whole in every way, including but not limited to the following, reducing the overpayment deductions to an agreeable amount to allow the grievant to stabilize her financial situation, pause the overpayment deductions until the first pay of the 2025-2026 school year.	Filed at Step 1.
CCS Administration	The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the November 1, 2023 Letter of Agreement between the Board and Association when it caused a change in work schedule, reduction of hours, and/or elimination of the existing central enrollment School Nurse position.	The bargaining unit member previously assigned to the existing central enrollment School Nurse position shall immediately be reassigned to her prior position in central enrollment. The Board shall remit to the Association an amount equal to back dues plus interest for one (1) bargaining unit position for the time the position was unfilled/eliminated. The Board shall immediately comply with all terms of the Nov. 1, 2023 Letter of Agreement.	Grievance denied at Step 2. Union to respond.
CCS Administration	The Columbus City Schools Board of Education violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when middle school teachers were scheduled for 6 academic courses.	The grievants 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 Article 302.01 of the Master Agreement and class loads shall not exceed 5 academic class periods.	Filed at Step 1.
Linden-McKinley STEM Acad. Dr. Michael McCrory	The Columbus City Schools Board of Education violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when middle school teachers were scheduled for 6 academic courses.	The grievants 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 Article 302.01 of the Master Agreement and class loads shall not exceed 5 academic class periods.	Filed at Step 1.