

This grievance report appeared in the CEA Voice for Feb. 23, 2026.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Board and/or its 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.
Health Services Supervisor Melinda Diaz	Health Services Supervisor Melinda Diaz, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the Nurse Scheduling 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 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.	Advanced to arbitration.
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.	Advanced to arbitration.
CCS Administration	The Board and/or its 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.	Advanced to arbitration.
Starling K-8 Courtney Wilson	Starling K-8 Principal Courtney Wilson, in her capacity as agent of the Board of Education of Columbus City schools, violated the Columbus Education Association- Columbus City Schools 2022-2025 Master Agreement by unilaterally shortening teachers' lunch periods to less than the length of an academic period without seeking Reform Panel approval.	The grievant will be made whole in every way, including but not limited to the following: The District shall immediately revert the teacher lunch schedule to equal the length of an academic period and the District provide the affected bargaining unit members with the total missing lunch minutes since the schedule change and that there shall be no retaliation against the grievant by any agent of the Board of Education.	Advanced to arbitration.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS Master Agreement when it instituted a District-wide program of "Learning Walks" which constructively limit usage of instructional materials to "district-approved, grade level curriculum materials" and which established a new evaluative teacher performance rubric inconsistent with the CCS Teacher Performance Rubric and other contractually-compliant evaluation rubrics.	The Board and/or its agents shall immediately cease and desist from conducting evaluative classroom observations and/or utilizing non-compliant evaluative rubrics which are inconsistent with provisions of the Master Agreement Article 401.01, and shall immediately cease and desist from restricting and/or discouraging the use of supplemental materials permissible under the Side Letter "Re: Negotiations Discussions".	In abeyance, settlement pending.
Linden McKinley HS Dr. McCrory	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when the building administration failed to order instructional materials for the science department for the 2025-2026 school year despite all other content teams getting their orders fulfilled.	The administration will place an order to fulfill the requests made by the science department staff for instructional materials that is equitable to the orders placed and fulfilled for other content departments. No reprisals shall be taken against the grievants due to filing this grievance	Step 2 hearing held, in abeyance.
Fairmoor ES	Substitute Principal Dr. Erasmus Chirume, acting in his capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA-CCS Master Agreement when he directed bargaining unit members in the Building Substitute job title to perform the work of Instructional Assistants and when Building Substitutes were directed to perform alternate tasks and not assigned to provide classroom instruction, despite a lack of sufficient staffing.	The Board and/or its agents shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the 2025-2028 CEA-CCS Master Agreement including but not limited to Article 1202.04.	Resolved at Step 1.
Walnut Ridge HS	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2025-2028 CEA/ CCS Master Agreement when the grievant was issued a one day paid suspension without just cause.	The grievant shall be made whole in every way, including but not limited to the following, the one day paid suspension issued on December 19, 2025, shall be withdrawn. The Board shall immediately remove all references of the one day paid suspension from all employee records, other than those required by law. This one day paid suspension was not based on equal treatment.	Step 2 hearing held. Requested relief denied.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied elements of the Memorandum of Agreement - Substance-Free Workplace Program when multiple CEA bargaining unit members were directed to undergo random substance testing.	Grievants shall be made whole in every way, including to not limited to: The Board and/or its agents shall immediately cease and desist from directing CEA bargaining unit members to undergo random drug testing and shall comply with the Memorandum of Agreement - Substance-Free Workplace Program. Grievants shall be reimbursed in full for all mileage at the IRS rate for all travel necessitated by random substance testing.	Resolved at Step 2. Random drug tests suspended.

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Marion Franklin HS	Marion Franklin High School Principal Tanita Fleming, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA-CCS Master Agreement when she failed to provide CEA bargaining unit member Maura Delaney access to her assigned workspaces and/or ability to lock her assigned workspaces in her position as varsity softball coach despite numerous requests.	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall be issued a key to all assigned workspaces in her role as varsity softball coach. The Board and/or it's agents shall immediately cease and desist from violating provisions of the CEA-CCS Master Agreement, including but not limited to Article 206.17.	Grievance filed at Step 1. Hearing scheduled.