

**This grievance report appeared in the CEA Voice for Mar. 30, 2026.**

| Building/Unit Admin.                       | Statement of Grievance  | Relief Requested   | Disposition                                 |
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| 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<br>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<br>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 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<br>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.                        | Arbitration hearing held, awaiting ruling.. |
| 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.            |
| Yorktown MS                                | 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 grievant was issued a Written Reprimand without Just Cause and without regard or 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 20, 2026 from any employee records, other than those required to be retained by law. The Board shall not reference the Written Reprimand in any future employment actions.   | Step 2 denied. CEA to respond.              |
| Independence HS                            | The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA-CCS Master Agreement when they failed to grant grievant credit in full for years of teaching experience for the purposes of placement on the salary schedule.   | Grievant shall be made whole in every way, including but not limited to the following: Grievant shall be immediately placed on the salary schedule at the correct step in compliance with Article 901.07. The Board shall remit to the grievant wages owed with interest as a result of incorrect placement from date of hire. The Board and/or its agents shall immediately cease and desist from violating provisions of the Master Agreement              | Step 2 hearing held, awaiting decision.     |
| Walnut Ridge HS                            | The CCS Board of Education and/or its agents violated, misinterpreted, and/or misapplied the 2026-2028 Collective Bargaining Agreement when Willmailler was issued a Last Chance Agreement with multiple forms of discipline for the same incident without cause. This Last Chance Agreement does not align with the contractually agreed upon forms of formal disciplinary action, Board Policy, past practice, and Ohio Revised Code,   | The grievant shall be made whole in every way, including but not limited to the CCS Board of Education and/or its agents revoke the Last Chance Agreement and suspension and arrive at a more equitable result that protects the physical safety of teachers.  | Step 2 hearing pending.                     |
| Berwick K-8<br>Deondre Drakeford           | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Berwick K-8, Deondre Drakeford, failed to provide appropriate administrative support to the grievants in the discipline of their students.   | That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members, and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.   | Step 1 hearing held. Awaiting response.     |

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|-----------------------------|---|--|------------------|
| Linden Stem ES              | Linden STEM ES Principal Randa Hughes, 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 authorizing the issuance of a Letter of Direction on Mar. 24, 2026. | The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Letter of Direction (LOD) issued on or about 3/24/26 from the grievant's personnel and discipline files. Any record of the LOD issued on or about 3/24/26 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the LOD was withdrawn by the board. The LOD issued on or about 3/24/26 or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education. | Filed at Step 1. |
| Westmoor MS                 | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Westmoor MS, Wendy Gittens, 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.  | Filed at Step 1. |