

**This grievance report appeared in the CEA Voice for Apr. 27, 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.
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.
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.	Advanced to arbitration..
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.
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.	Relief requested denied. Advanced to Step 2.
CCS Administrator	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS Master Agreement when it failed to make a continued effort to avoid a substantive increase in clerical work for School Counselors related to the coordination of 504 plans.	Grievants shall be made whole in every way, including but not limited to the following: the Board and/or its agents shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not limited to Article 206.08. The Board shall immediately make a substantive reduction in the amount of clerical work related to coordination of 504 plans.	Filed at Step 2.
CCS Administrator	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS Master Agreement when it failed to pay bargaining unit members who utilized paid sick leave through catastrophic sick leave donations.	Grievants shall be made whole in every way, including but not limited to the following: The Board and/or its agents shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not limited to Article 701.05. The Board shall immediately remit to grievants all owed pay for sick leave utilized while on catastrophic leave.	Settled.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CEA- CCS Master Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to follow the priority selection of applicants for summer school.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/Administration shall re-do the selection for summer school and follow the priority selection of applicants for summer school, and that NO REPRISALS be taken against the grievant(s) for the filing of this grievance.	Filed at Step 2. Awaiting decision.
Eakin ES	Eakin ES principal Theresa Eraybar, acting in her capacity as agent of the Board, has failed to rotate recess duty equally amongst CEA bargaining unit members in violation, misinterpretation, or misapplication of binding past practice between the parties.	Grievants shall be made whole in every way, including but not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and or misapplying binding past practice between CEA and the Board, and shall rotate recess duty fairly amongst CEA bargaining unit members at Eakin ES.	Filed at Step 1.
CCS Administration	Columbus City Schools Board of Education and/or it's 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 April 23 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.	Filed at Step 2.
Eastgate ES	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastgate ES, Latasha Bah, 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.	Filed at Step 1.