

**This grievance report appeared in the CEA Voice for May 26, 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 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 an/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 cenral 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 Administratoin	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 provisons 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 realted to coordination of 504 plans.	Advanced to arbitration.
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.	Advanced to 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.	Step 2 hearing pending.
South HS	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement when, despite a previously unblemished disciplinary record, the BOARD nonrenewed grievant's individual teaching contract for unsubstantiated performance and attendance allegations (for which the Board failed to provide due process and/or follow contractual procedures) immediately following the grievant seeking and receiving assistance from the Union.	The grievant shall be made whole in every way, including but not limited to: The BOARD shall immediately rescind the determination of non-renewal issued on or about May 4, 2026 and shall not act to non-renew grievant's individual contract based upon the circumstances giving rise to this grievance. BOARD shall remit to grievant all back pay and/or benefits owed. Board shall cease and desist from violating the Master Agreement.	Step 2 hearing postponed, pending settlement.
Linden McKinley Stem High School	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Dr. McCrory, the principal of Linden McKinley STEM 7-12, 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.

Building/Unit  
Administrator

Statement of Grievance

Relief Requested

Disposition