

This grievance report appeared in the CEA Voice for Aug. 17, 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.	Settlement reached.
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.	Settled.
CCS Administration	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.	Advanced to arbitration.
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 held. Requested relief denied.
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.	Step 2 hearing held. Requested relief granted.
All affected CEA bargaining unit members who attended the NCAC Kentucky Tour (multiple buildings)	The BOARD and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CCS Master Agreement and Board Policy when grievants were not reimbursed in full for travel expenses incurred during approved professional leave.	Grievants shall be made whole in every way, including but not limited to the following: Grievants shall be paid in full for expenses incurred during approved professional leave, including any interest at the IRS rate. BOARD shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement and Board Policy.	Filed at Step 2. Settlement pending.
Wendy Mechling, Fort Hayes HS	The BOARD and/or its agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS 2025-2028 Master Agreement and the Article 211 Manual when it completed a reorganization at Fort Hayes HS after Round 1 postings and failed to notify grievant of a change in assignment prior to the end of the 2025-2026 School Year.	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall be restored to the position she held during the 2025-2026 school year prior to reorganization. the BOARD shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement, including but not limited to Article 211.	Advanced to Step 2. Settlement pending.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
All affected bargaining unit members in the School Counselor position	The Board and/or it's 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 it's 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.	Placed in abeyance pending settlement.