

This grievance report appeared in the CEA Voice for Aug. 24, 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.
CCS Administraton	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.
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.	Settled.
All affected CEA bargaining unit members who attended the NCAC Kentucky Tour (multiple buildings)	The BOARD and/or it's 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 it's 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.	Settled.
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.
Marcos Segovia Briggs HS	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA-CCS Master Agreement when they prorated the girls track supplemental based on the number of participants at the end of the season and not the number of participants at the start of the season when the supplemental was issued and approved.	That the grievant shall be made whole in every way, including but not limited to the following: That the grievant be paid 100 % of the Girls Track Supplemental for Spring 2026.	Filed at Step 2.