

This grievance report appeared in the CEA Voice for Aug. 31, 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 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.
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.
All affected bargaining unit members in the School Counselor position	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.	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.
CCS Administration	The BOARD and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CCS Master Agreement and Board Policy when the Board failed to exercise intent to limit health and prescription drug cost increases to less than eight percent annually by failing to properly oversee the district's contracts with vendors, including but not limited to Aon and CVS, and failed to provide critical and/or accurate information to the parties' joint health insurance committee.	Grievants shall be made whole in every way, including but not limited to the following: Until the expiration of each current health and prescription drug vendor contract executed and overseen by the former BOARD Executive Director of Talent Management, affected CEA bargaining unit members shall annually be reimbursed in full for any surcharged "PEPM" increases in excess of 8% as defined by Article 806.04.	Filed at Step 2 with a request to hold the timeline in abeyance.