Columbus City Schools
GRIEVANCE

Certificated Teaching Personnel

The Association on behalf of the affected bargaining unit members at:

All affected CEA bargaining unit members

Grievant's Name (Please print)

Statement of Grievance:

The BOARD and/or it's 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.

Section of Agreement or Policy, Rule or Procedure claimed to have been violated:

Including but not limited to Master Agreement Articles 806.04 and 806.05, Board Policies po1200, po6320, and po6460

Date, Time and Location of Occurrence: On or about August 10, 2026

Relief Requested: Grievants shall be made whole in every way, including but not limited to the following: Until the expiration of each current health and perscription 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.

STEP 1

Presented to Principal/Supervisor:

Date Grievant's Signature

Disposition:

Response Date:

Principal/Supervisor

STEP 2

I hereby request that my grievance be forwarded to Step 2.

Presented to Principal/Supervisor 8/21/2026 Phil Hayes OBO the Association

Date Grievant's Signature

Date received by Superintendent:

Response Date:

Superintendent/Designee

ARBITRATION

The Association requests that this grievance be submitted for arbitration.

Association President/Designee Signature Date

Date Received by Superintendent: