This grievance report appeared in the CEA Voice for Oct. 19, 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.
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.
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.
CCS Administration	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.	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.	Advanced to arbitration.
Tiffany Damicone South Mifflin Stem	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when it failed to organize vocal music on the basis of 25 classes per week, failed to provide a transition time between classes of no less than 5 minutes throughout the day and failure to assign duties proportional to the time assigned to the school.	That the grievant 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 307.05. The Board shall immediately revise the schedule in accordance with CEA-CCS Master Agreement.	Settled.
Linden McKinley HS	Linden McKinley HS principal Dr. Michael McCrory, in his capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2025-2028 Master Agreement by unilaterally changing the school master schedule without seeking Reform Panel approval.	Relief Requested: The grievant will be made whole in every way, including but not limited to the following; The district shall immediately follow the reform panel procedure with regards to the new schedule at Linden McKinley HS.	Denied at Step 1. Advanced to Step 2.
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the administration failed to reduce class sizes by the October 1 deadline.	The grievants shall be made whole in every way, including but not limited to the following: that the grievants be granted an additional two days without students to transfer to their new school, that the grievants be paid mileage for any trips between schools during the workday during the transfer and that no reprisals be taken against the greivants who filed this grievance.	Step 2 hearing held. Awaiting response.
Woodcrest ES	Yolanda Cooper, principal of Woodcrest ES, violated the Columbus Education Association-Columbus City Schools 2025-2028 Master Agreement by authorizing the issuance of a Letter of Direction on Sept. 21, 2026.	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Letter of Direction (LD) issued on or about 9/21/26 from the grievant's personnel and discipline files. Any record of the LD issued on or about 9/21/26 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the LD was withdrawn by the board. The WR issued on or about 9/21/26 or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education.	Filed at Step 1.

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Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA-CCS Master Agreement when the failed to correctly charge the grievant for medical insurance premiums at the grandfathered rate 806.03 A for the 2025 and 2026 plan years.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remit to the grievant the total of the premium overpayment from the 2025 and 2026 plan year. The Board and/or it's agents shall immediately cease and desist from violating provisions of the Master Agreement.	Advanced to Step 2.