This grievance report appeared in the CEA Voice for Nov. 16, 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 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.	Settlement reached. Grievance withdrawn from arbitration.
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 Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master greement when grievant was issued a one day unpaid suspension without Just Cause.	Grievant shall be made whole in every way, including but not limited to the following: the Board shall immediately remove all references to the unpaid suspension from all employee records, other than those required by law.	Filed at Step 2.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when grievant was issued a Written Reprimand without Just Cause.	Grievant shall be made whole in every way, including but not limited to the following: the Board shall immediately remove all references to the Written Reprimand fissued on from all employee records, other than those required by law.	Filed at Step 2.
Walnut Ridge HS	Michael Spellis, principal of Walnut Ridge HS, violated the Columbus Education Association-Columbus City Schools 2025-2028 Master Agreement by authorizing the issuance of a Letter of Direction on Nov. 6, 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 11/6/26 from the grievant's personnel and discipline files. Any record of the LD issued on or about 11/6/26 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 11/6/26 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.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2025-2028 CEA/CCS Master Agreement when grievant was issued a one day paid suspension on Nov.5, 2026 without Just Cause.	Grievant shall be made whole in every way, including but not limited to the following: the Board shall immediately remove all references to the paid suspension on Nov.5, 2026 from all employee records, other than those required by law.	Filed at Step 2.
CCS Administration	Dianne McLinn, in her 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 authorizing the issuance of a five-day unpaid suspension on Nov. 11, 2026.	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately reverse the five-day unpaid suspension issued on or about 11/11/26 from the grievant's personnel and discipline files. Any record of the suspension issued on or about 11/11/26 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the suspension was withdrawn by the board. The WR issued on or about 11/11/26 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 2.

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