

**This grievance report appeared in the *CEA Voice* for September 30, 2024.**

| <b>Building/Unit Admin.</b>      | <b>Statement of Grievance</b>  | <b>Relief Requested</b>   | <b>Disposition</b>   |
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| <b>Cassady ES<br/>Amber Hall</b> | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in the school's office.  | That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in the future, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.   | Awaiting Step 2 hearing.   |
| <b>CCS<br/>Administration</b>    | The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a Written Reprimand without just cause and without regard for progressive discipline.   | Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Written Reprimand written on February 26, 2024, from an employee records, other than those required to be retained by law. The Board shall not reference the Written Reprimand in any future employment actions.  | Board of Governors voted to approve moving the issue to arbitration. |
| <b>CCS<br/>Administration</b>    | Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/CCS Master Agreement when the grievant was issued a Written Reprimand without just cause.  | The grievant shall be made whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn. The Board shall immediately remove all references of the Written Reprimand from all employee records, other than those required by law. This Written Reprimand was not based on equal treatment. The member was not insubordinate, unprofessional, nor inappropriate.                           | Requested to be filed at Step 2.                                     |
| <b>CCS<br/>Administration</b>    | On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when he verbally informed CEA President John Conglio that the Board would not implement elements of a new program/initiative which was voted on and approved by the joint Reform Panel utilizing the authority explicitly delegated to the Panel by the Master Agreement. | Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the Reform Panel during the 2023-2024 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying Articles 102 and 1503 of the Master Agreement, and the MOU - School Transformation Pilot Program.  | Advanced to arbitration.   |
| <b>CCS<br/>Administration</b>    | The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members in the Adapted Physical Education (APE) Department were not paid for Board authorized supplemental services performed during the 2023-2024 school year.  | Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be paid in full for all applicable School Year 2023-2024 supplemental hours under Article 903 of the Master Agreement, including interest at the IRS rate.   | Filed at Step 2.   |
| <b>CCS<br/>Administration</b>    | The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building Substitutes when CEA Building Substitute one year limited contracts were not deemed renewed and affected bargaining unit members were instead issued notices of nonrenewal, after the statutory deadline for nonrenewal of June 1.  | Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year limited employment contracts to grievants for the 2024-2025 school year. The Board shall remit to grievants lost wages and actual costs incurred for loss of benefits (inclusive of interest at the IRS rate). The Board shall remit to CEA an amount equal to dues plus interest for all grievants. | Advanced to arbitration.   |
| <b>CCS<br/>Administration</b>    | During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been compensated, in violation, misinterpretation, and/or misapplication of the 2022-2025 CEA-CCS Master Agreement.  | Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for all 2023-2024 BOARD-authorized supplemental services performed at the Master Agreement rate, plus interest at the IRS rate. BOARD shall cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not limited to Article 903.                             | Filed at Step 1.   |
| <b>CCS<br/>Administration</b>    | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide students equitable access to technology and failed to provide instructional materials and equipment to implement the District's educational goals and objectives and to meet students' needs.  | The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide students equitable access to technology and provide instructional materials and equipment to implement the District's educational goals and objectives and to meet students' needs.  | Step 2 held. Awaiting response.                                      |
| <b>CCS<br/>Administration</b>    | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of the citywide standardized testing program significantly increased teacher duties related to test administration.   | The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive issued on or about September 13, 2024, and cease and desist from expanding the citywide standardized testing program in violation of the Master Agreement. We also ask that NO REPRISALS be taken against the grievant(s) due to the filing of this grievance.                                 | Step 2 held. Awaiting response.                                      |