

**This grievance report appeared in the *CEA Voice* for January 21, 2025.**

<b>Building/Unit Admin.</b>	<b>Statement of Grievance</b>	<b>Relief Requested</b>	<b>Disposition</b>
<b>Cassady ES 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 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 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whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn.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 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 Conoglio 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.	Settled prior to arbitration.
<b>CCS 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 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 hearing held. Awaiting response.
<b>CCS 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 hearing held. Awaiting response.
<b>CCS Administration</b>	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement when they notified grievant of nonrenewal of her extra duty supplemental contract after the April 30 contractual deadline.	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for 2024-2025 supplemental wages owed based upon her supplemental contract, including interest at the applicable IRS rate. The Board shall cease and desist from violating, misapplying, and/or misinterpreting Master Agreement provisions, including but not limited to Article 402.02.	Denied at Step 1. Step 2 hearing pending.
<b>CCS Administration</b>	The Master Agreement was violated, misinterpreted, and/or misapplied when grievant was issued a three day unpaid suspension by the Board without just cause. Additionally, the Grievance Settlement Agreement - Video Evidence executed 11/1/23 was violated, misinterpreted, and/or misapplied when the Board failed, despite written reminder from the Association, to make available video evidence for review which it used as evidence at the grievant's predisciplinary hearing.	Grievant shall be made whole in every way, including not limited to the following: The Board shall remit to grievant any/all wages and benefits lost as a result of the suspension, with interest. The Board shall remove from grievant's file(s) any record of the suspension issued 12/17/24. The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement and Settlement Agreements.	Filed at Step 2 per Article 404.02(E) of the Master Agreement.
<b>CCS 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 the Board, via phone call from Mary Anne Baum (acting in her capacity as agent of the Board) improperly and falsely alleged that the grievant resigned his head coach - boys' basketball supplemental contract and filled the position with another individual.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately restore grievant to the position of head coach - boys basketball and shall make grievant whole for any supplemental wages lost (with interest) consistent with the provisions of the Master Agreement, including but not limited to Article 905.	Filed at Step Two pursuant to Article 110.06 of the Master Agreement.
<b>CCS 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's varsity head coach - boy's swimming supplemental contract was terminated mid-season and improperly prorated.	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately compensate grievant in the amount of \$3033.20 reflecting the proper proration of pre-season and in-season coaching activities completed prior to the Board's termination of the supplemental contract, and consistent with provisions of the Master Agreement, including but not limited to Article 905.	Filed at Step 2.
<b>CCS 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 Letter of Direction 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 Letter of Direction issued on December 18, 2024 from all employee records, other than those required to be retained by law. The Board shall not reference the Letter of Direction in any future employment actions.	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.