

This grievance report appeared in the *CEA Voice* for March 17, 2025.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
Cassady ES Amber Hall	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.
CCS Administration	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.
CCS Administration	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whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn.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.
CCS Administration	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.
CCS Administration	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.
CCS Administration	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 \$3,033.20 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.
CCS Administration	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.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to follow the priority selection of applicants for summer school.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/Administration shall re-do the selection for summer school and follow the priority selection of applicants for summer school, and that NO REPRISALS be taken against the grievant(s) for the filing of this grievance.	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 2022-2025 CEA/CCS Master Agreement when grievant's Principal, acting as agent of the Board, failed to hold the required Article 701.06(F) conference with grievant regarding her absences. Subsequently, 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 February 25, 2025 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.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide a substitute/leave for a bargaining unit member to coach and attend the CCS Special Olympics swim team.	The grievant shall be made whole in every way, including but not limited to the following: That the Board/ Administration shall provide a substitute/leave to attend/coach the CCS Special Olympics swim team and that NO REPRISALS be taken against the grievant(s) for the filing of this grievance.	Filed at Step 2.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide professional development with customized content to School Social Workers.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social Workers with customized professional development in the future, and the Board/Administration provide a one-year paid professional development subscription for each School Social Worker to recoup the PD opportunities wasted over the 2024-2025 school year.	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when the grievant was notified that she would not qualify for a severance payout when she retires from Columbus City Schools May 30, 2025 after five consecutive years of employment.	Grievant shall be made whole in every way, including but not limited to: Grievant be paid the entirety of severance pay for the total accrued and unused personal and sick days based on the calculations outlined on 810.02 A and 810.02 B.	Filed at Step 2.