

**Akron Education Association**  
**LEVEL I**  
**Presentation of Grievance**

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**Grievant: All AEA Members**

**School: N/A**  
**Position: N/A**

**Date Submitted: 1/18/24**  
**Principal/Supervisor: N/A**  
**Building Representative: N/A**

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**Date of Violation: On-going**

**CBA Sections:** 1.05 Established Procedures  
2.01 Job Code Numbers  
2.03 Recognition  
10.01 Definitions  
10.02 Program Description  
10.03 Rights  
10.04 Applications  
O.R.C. 4117.11(A)(5)  
O.R.C. 4117.11(A)(7)

**Statement of Grievance:**

We are grieved under the above-cited sections of the Collective Bargaining Agreement as follows:

**1.05 Established Procedures:** Section 1.05

Failure to *"discuss such matters as are specified herein, and to formalize agreements reached in these matters."*

**2.01 Job Code Numbers:** Section 2.01

Failure to recognize *"AEA as the sole and exclusive representative for all persons in the following job codes."*

**2.03 Recognition:** Section 2.03

Failure to recognize *"AEA by the Board for the purpose of formulating agreements concerning salaries, fringe benefits, working conditions and all other items which are mutually agreed upon."*

**Article X – Extended Services 10.01 Definitions:** Section 10.01

Failure to recognize *"services related to or sponsored by the Board other than the normal school day or year as established in this Agreement shall be considered extended services,"* and therefore be subject to the APS/AEA Collective Bargaining Agreement.

**Article X – Extended Services 10.02 Program Description:** Section 10.02

Failure to recognize the requirement that, *"a description of each Extended Program shall be posted in each school office at least two (2) weeks before the deadline for application,"* and, *"said posting shall include the hours of the program, rate of compensation and obligations required of members."*

**Article X – Extended Services 10.03 Rights:** Section 10.03

Failure to recognize, *"members providing extended service shall retain all rights under this Agreement including the right to grieve."*

**Article X – Extended Services 10.04 Applications:** Section 10.04

Failure to recognize, "application forms for extended service positions shall be available in the school office of each building at least two (2) weeks prior to the deadline for submission of applications for such positions."

**Ohio Revised Code Section 4117.11(A)(5)**

Failure to bargain collectively with exclusive legal representatives (AEA) of employees regarding terms and conditions of employment in extended day programming.

**Ohio Revised Code Section 4117.11(A)(7)**

Failure to allow employees to perform their regularly assigned duties during extended day programming in order to validate the outsourcing of employee jobs and bring pressure on the employees and employee representatives to capitulate to the employer's actions.

[Handwritten Signature] / [Handwritten Signature] 1/18/2024 / 1/18/24  
Grievant's Signature Date

[Handwritten Signature] / [Handwritten Signature] 1/18/2024 / 1/18/24  
Grievant's Signature Date

[Handwritten Signature] / [Handwritten Signature] 1-18-24 1/18/24  
Grievant's Signature Date

AEA Grievance Committee Review:

Level I Response Accepted: \_\_\_\_\_  
President/Designee Signature Date

Approved for Level II: \_\_\_\_\_  
President/Designee Signature Date