



June 30, 2022

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Tentative Collective Bargaining Agreement Between the Cambridge School Committee and The Cambridge Education Association Units A & B for a two-year period, September 1, 2021 to August 31, 2023

**Recommendation:** That the School Committee ratify the attached agreement between the Cambridge School Committee and the Cambridge Education Association, Units A & B for a collective bargaining agreement for the period of September 1, 2021 through August 31, 2023. This tentative agreement has been ratified by the members of Units A & B.

**Description:** The attached tentative agreement for a successor collective bargaining agreement, reached by the negotiating teams, was ratified by the CEA, Units A&B membership. The agreement includes the following:

- 1. Increased Salaries:** This contract covers a two-year period from September 1, 2021 through August 31, 2023.
- 2. Expanded Benefits: Paid Parental Leave:** Eligible Unit A and B members will now have access to up to eight (8) weeks of Paid Parental Leave in connection with the birth, adoption, or foster placement of a child.
- 3. Additional Time for Family Engagement:** The agreement provides additional time for Unit A and B members to engage in both family conferences and outreach to individual families about their students through phone calls, in-person meetings, or home visits.
- 4. Updated Educator Evaluation Rubric Consistent with State Expectations:** The teacher and administrator evaluation process will be updated to align with state expectations (which were updated in 2018). Next year (2022-2023), a working group of educators and district leaders will develop recommendations for additional updates. In addition, CPS will pilot a new process in which every teacher and administrator will set annual goals to improve student learning and instructional practices.

**5. Three (3) Additional Days for Professional Development:** Staff will have three (3) additional days for professional learning.

**6. Required Training on Key Topics:** This agreement clarifies the expectation that all members of Units A and B will receive (1) mandatory training on anti-bias, anti-racism, and racial equity; (2) de-escalation techniques and collaborative problem solving; and (3) based on their role, physical restraint training.

The following percentage increases shall be applied to the salary schedules, and not to other economic items, effective on the dates indicated:

**2021-2022**

September 1, 2021 – 1.0%

January 1, 2022 – 1.0%

**2022-2023**

September 1, 2022 – 1.5%

(+ \$800 to base for increased family engagement time)

January 1, 2023 – 1.0%

Funding for this agreement is to be made from the School Department budget. The financial costs for the settlement are as follows:

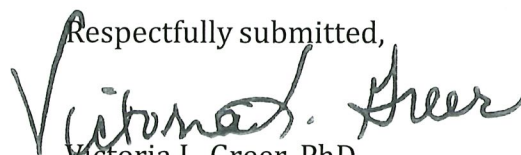
FY22: \$1,803,981

FY23: \$5,858,076

**TOTAL: \$7,662,057**

Supporting Data: Cambridge School Committee and Cambridge Education Association Units A&B tentative agreement for a collective bargaining agreement effective from September 1, 2021 through August 31, 2023.

Respectfully submitted,



Victoria L. Greer, PhD  
Superintendent of Schools

**Tentative Agreement Between the  
Cambridge School Committee  
and  
Cambridge Education Association Units A&B**

This tentative agreement is entered into between the Cambridge School Committee (hereinafter “Committee”) and the Cambridge Education Association Units A&B (hereinafter “Association”) (hereinafter collectively referred to as “Parties”) as of June 15, 2022 for a collective bargaining agreement to be effective from September 1, 2021 to August 31, 2023, which shall be a successor collective bargaining agreement to the collective bargaining agreement between the Committee and Association for the period of September 1, 2020 to August 31, 2021. This tentative agreement is subject to ratification by both the Association and the Committee.

NOW THEREFORE, the Committee and Association agree as follows:

The language of the 2020-2021 collective bargaining agreement shall continue in the successor agreement except as modified below.

I. **Substantive Provisions**

***Aligning use of time with priorities and key functions***

**1. REVISE ARTICLE 5 TEACHING HOURS AND TEACHING LOAD  
ARTICLE 5, SECTION C, SUBSECTION C-1 TO READ AS FOLLOWS:**

Effective the 2022-2023 school year, the work year for personnel in Unit A shall be 186 days.\* The school calendar shall include not more than five (5) days for inclement weather. If Labor Day falls before September 5, the first day of school will be the Tuesday after Labor Day. After the 2022-2023 school year, if Labor Day falls on September 5, or later, then the first day of school for students will be the Tuesday before Labor Day. The Friday of the week preceding Labor Day shall not be a workday for teachers.

The work year includes 180 school days for students and six (6) additional professional days. Beginning in the 2022-2023 school year, the six (6) professional days shall be scheduled as follows:

- The Tuesday, Wednesday and Thursday prior to the start of school: one of these days shall be for classroom preparation and the other days shall be for Unit A members to participate in professional development and other activities as determined by the school and/or school district.
- Three (3) additional days: Election Day in November, the first school day in January after winter break, and one additional day to be scheduled within the school year as part of annual calendar development. Professional development and other activities on these days will be determined by the principal, after having consulted with the Faculty Advisory Committee and/or the Superintendent, after having consulted with the Joint Working Group on Professional Development.

On such days, the school district may designate a single time between 7:40 a.m. and 8:40 a.m. for all unit members to report to work. The school district shall provide at least one month's notice of any such change.

(\*In exchange for the increase of 3 days in the work year, effective September 1, 2022, 1.64% will be added to the Unit A base pay for all salary steps and lanes.)

*(Non-contractual note: For CRLS, the first day of the second semester in January will be adjusted to reflect the late start for students.)*

*(Non-contractual note: 10 hours of the 35 hours per year under Article 5, Section B-3, currently used for department meetings, will be re-allocated for professional learning opportunities as part of the 3 days).*

**2. REVISE ARTICLE 5 TEACHING HOURS AND TEACHING LOAD  
ARTICLE 5, SECTION C, SUBSECTION C-2, PARAGRAPH B, PAGE 15  
AS FOLLOWS:**

b. All personnel on an eleven-month contract (206 days) will continue on an eleven month contract and Directors, Assistant Principals (secondary 9-12), Deans of Curriculum and Program (secondary 9-12), administrative assistants, Deans of Students (secondary 9-12), Assistant Directors and Coordinators appointed to these positions after September 1, 1973, shall serve on an eleven month contract.

Effective the 2022-2023 school year, the work year for all Directors, Assistant Principals (9-12), Deans of Curriculum and Program secondary 9-12), administrative assistants, Deans of Students (secondary 9-12), Assistant Directors and Coordinators will be 209 days. The work year for Assistant Principals (K-8) will be 191 days.

The work year for all Unit B members shall commence 9 days before the first day of school.

*(Non-contractual note: Unit B members will be allowed to work up to two (2) days during school vacations (not holidays) with prior approval of their supervisor).*

***Align professional learning with priorities***

**3. ARTICLE 22 PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT**

**Revise Section B:**

B. If and when vouchers are received by the Superintendent's office, written notification will be sent to the cooperating teacher who must accept the voucher within ten (10) days if they want to claim it. If there are any unused or unclaimed vouchers the School District will follow the college or university's requirements and policies with respect to unused vouchers.

**Insert the following new sections in Article 22:**

D. All Unit A&B members will complete a mandatory anti-bias, anti-racism and racial equity professional learning as determined by the Superintendent or designee, after having consulted with the Joint Working Group on Professional Development. This professional learning will happen within contractual hours under Article 5, Section B-3, or paid at the workshop rate under Article 5, Section B-5, paragraphs A or B.

E. As designated, Units A&B members shall complete mandatory restraint training and subsequent re-training and recertification pursuant to School Committee policy and state law. This professional learning will happen within contractual hours under Article 5, Section B-3, or paid at the workshop rate under Article 5, Section B-5, paragraphs A or B.

F. All Units A&B members shall complete mandatory de-escalation techniques and collaborative problem solving training and subsequent re-training as determined by the Superintendent. This professional learning will happen within contractual hours under Article 5, Section B-3, or paid at the workshop rate under Article 5, Section B-5, paragraphs A or B.

**4. REVISE ARTICLE 14 TEACHER EVALUATIONS AS FOLLOWS:**

As of the 2022-2023 school year, teacher evaluation will be based upon the performance standards and procedures in accordance with the standards set forth in the 2018 Massachusetts Department of Elementary and Secondary Education’s rubrics for the evaluation of educators Teachers (Unit A), Specialized Instructional Support Personnel (Unit A), School Level Administrators (Unit B) and District Level Administrators (Unit B), with the exception of Standard IIC in the Teacher rubric and Standard IF in the School Level Administrator and District Level Administrators rubric. During the 2022-2023 school year, student learning standards shall be addressed by the Evaluation Process Working Group, which will inform the parties when they engage in successor collective bargaining. The Working Group will conclude and report out by March 31, 2023.

Also as a pilot for the 2022-2023 school year, every Teacher and every Administrator has an Educator Plan that includes, but is not limited to, one goal related to the improvement of practice and one goal for the improvement of student learning. Such goals will be established for the 2022-2023 school year by all teachers and administrators, regardless of the individual Educator Plan, in accordance with the procedures in Appendix D.

**IN EXCHANGE FOR**

**5. REVISE ARTICLE 19 SECTION H EXTENDED LEAVES OF ABSENCE TO READ AS FOLLOWS:**

The School Committee agrees to abide by State Law and Massachusetts Commission Against Discrimination (“MCAD”) guidelines with reference to parental leave. Effective within ninety (90) days of the date of ratification by both parties, all members of Units A&B who have worked for at least three (3) consecutive months in a regularly appointed position of twenty (20) hours per week or more will be eligible for up to eight (8) weeks of paid parental leave (“PPL”) in connection with the birth of a child or the adoption or foster placement of a child under the age of eighteen (18), or under the age of twenty-three (23) if the child is disabled (“Qualifying Event”). The PPL needs to be taken close in time to the birth, adoption or foster placement of the child, and eight (8) weeks of PPL may be taken all at once, or may be spread out over the year but PPL must be used within twelve (12) calendar months following the Qualifying Event. If PPL is used incrementally, it must be used in increments of one (1) work day. No more than eight (8) weeks of PPL will be granted in any twelve (12) month period, regardless of the number of children born, adopted or placed. The PPL runs concurrently with FMLA leave. All members of Units A&B may use their accrued time for parental leave in addition to the eight (8) weeks of PPL, but sick leave bank time cannot be allocated for parental leave. Unit A&B members will return to work for a minimum period equal to twice the length of their leave and remain in service unless there are extenuating circumstances, supported by documentation that is acceptable to the school department, which is provided to the Superintendent and Chief Talent Officer.



**6. ARTICLE 36 NEW TEACHER ORIENTATION AND TRAINING**

Add the following: “Newly-hired teachers may request, but are not guaranteed, being matched with a qualified mentor of similar identity and background.”

***Student Success***

**7. ARTICLE 19 EXTENDED LEAVES OF ABSENCE**

**ADD new section K (p. 36):**

Teacher Assignment for Special Projects: The Superintendent may place a teacher on an in-district assignment for a special project, or the Superintendent may, at their discretion, post a position for a teacher on assignment for a special project. A special project may address any issue as determined by the Superintendent, including, but not limited to, anti-racism. A teacher may submit a proposal to the superintendent to be a teacher on assignment, or the district can post a position for a teacher on assignment. All decisions whether to accept a proposal submitted by a teacher to be a teacher on assignment for a special project, shall be within the sole discretion of the Superintendent, and such decisions shall not be grievable.

While on assignment, the teacher will be relieved of regular teacher responsibilities, unless otherwise directed, and will continue their regular compensation. The teacher on assignment shall have the right to return to their building/grade/department, provided they exist when the assignment is completed.

***Communication & Engagement***

**8. Side Letters & Article 14, Section H-1**

Maintain the following side letter agreements for the 2021-2022 and 2022-2023 school years, which shall expire on August 31, 2023 and shall not continue unless the parties mutually agree to the continuation of any specific side letter:

- 1 Establishment on CRLS Extra Curricular Committee
- 2 Establishment of Educator Advisory Group on Curriculum & Instruction [with language revision set forth below]
- 3 Establishment of Joint Student Services Working Group [with language revision set forth below]
- 4 Establishment of Joint Working Group on Professional Development
- 5 Establishment of Joint Working Group on Peer Educator Evaluation and Review
- 6 Joint Labor Management Meeting Regarding Upper School and/or Elementary Extra Curricular Activities

**9. Change Curriculum & Instruction Co-Chairs from Assistant Superintendent for Curriculum and Instruction to Chief of Academics and Schools**

**10. Revise Side Letter Regarding Joint Student Services Advisory Group to read as follows:**

There shall be a Joint Student Services Advisory Group, consisting of twelve (12) representative staff from members of Unit A from all areas within the Office of Student Services (physical therapy, occupational therapy, psychologists, counselors, speech language therapists, special education teachers, including special education teachers in substantially separate classrooms, social emotional learning Unit A educators and SEI/ELL teachers) designated by the CEA, four (4) members of Unit B from the Office of Student Services (Director of ELL and the three OSS Coordinators) and the Assistant Superintendent for

Student Services, the Executive Director of Special Education and up to three (3) non-union administrators designated by the Assistant Superintendent of Student Services to discuss and advise on matters related to Student Services inclusive of social emotional learning, multi-tiered systems of support, special education services, advanced learner services, 504 services, and English language services. There shall be two (2) sub-committees for the Advisory Group specifically for Special Education concerns and SEI/ELL concerns

The Special Education subcommittee shall be composed of up to six (6) members of the office of special education; inclusive of teachers and clinicians, three (3) Unit B administrators and co-chaired by the Executive Director of Special Education and a special education practitioner. They should meet monthly on an off week of the full OSS advisory meeting.

The English Language Learner subcommittee shall be composed of up to four (4) members of the Office of English Language Learners and co-chaired by the Executive Director of English Language Learners and an ELL/SEI practitioner. They should meet monthly on an off week of the full OSS advisory meeting.

This Joint Student Services Advisory Group also shall meet to review the Office of Student Services' analysis of workloads to ensure equity across the school district for Office of Student Services staff. This Joint Student Services Advisory Group shall be co-chaired jointly by one individual designated by the CEA and by the Assistant Superintendent for Student Services. This Joint Student Services Advisory Group shall be advisory to the Assistant Superintendent for the Office of Student Services. The work of the Joint Student Services Advisory Group will be determined by the Assistant Superintendent for Student Services in consultation with the co-chair of the Joint Student Services Advisory Group and the members of this Joint Student Services Working Group. The meeting frequency of this Joint Student Services Advisory Group shall be bimonthly or at any other frequency as jointly agreed to by the Assistant Superintendent for Student Services and the co-chair of the Joint Student Services Advisory Group.

**11. NEW SIDE LETTER REGARDING REVIEW OF JOINT LABOR MANAGEMENT STRUCTURES AND PRACTICES WHICH STATES THE FOLLOWING:**

The District and CEA will engage in a review of current joint labor management structures and practices. Within two (2) months of the ratification of this agreement, a team, co-chaired by the CEA President and Superintendent will convene and meet at least three (3) times through February 2023. The team will consist of no more than twenty (20) individuals, ten (10) designated by the CEA and ten (10) designated by the Superintendent. The charge of this team will be to make recommendations to modifications of current structures and practices to more effectively and efficiently engage educators and administrators in decision making processes. Current structures include, but are not limited to: The Superintendent's Advisory, Faculty Advisory Committees, Curriculum and Instruction Advisory, OSS Advisory, Working Group on Professional Development, PEER Advisory, Evaluation Process Working Group, Educator Collaboratives, and Flex Time Oversight.

**12. REVISE ARTICLE 5 TEACHING HOURS AND TEACHING LOAD SECTION C-3 TO READ AS FOLLOWS:**

C-3. Principals, after consulting with their Faculty Advisory Committee, may schedule two (2) open houses, curriculum nights, and/or other family engagement activities of two (2) hours each (4 hours total) that all members of Unit A/B are required to attend without additional compensation.

Members of Unit A and B are required to participate in ten (10) hours of family conference time. Such conferences may be scheduled at times and locations suggested by teachers after

conferring with the Parent/Guardian, with the prior approval of the Principal. Such approval will not be unreasonably withheld. The Superintendent may provide guidelines for these conferences to provide consistency of family experience across schools, including consistency of general timing, discussion protocol, or information collected.

Members of Unit A and B will also utilize at least ten (10) hours of proactive communication and engagement with individual families about their students which may include activities such as phone calls, in-person meetings, and home visits. Members of Unit A and B will track and submit this time at least quarterly in accordance with district guidelines.

School events	4 hours	Principals may schedule 2 additional parent/guardian conferences, open houses or curriculum nights of two hours each in duration that teachers are required to attend (C-3)
Family conferences	10 hours	
Individualized family outreach	10 hours	

*(Non-contractual note: The SC acknowledges the need to support its employees' health and wellness. It already has undertaken efforts to explore the expansion of its existing Employee Assistant Program in an effort to identify and provide more supports and assistance for employees, particularly in the areas of social-emotional and mental health and the SC has a commitment to providing these supports.)*

## II. Economics

### **Organizational Alignment, Capacity, Compensation, & Benefits**

#### 13. REVISE ARTICLE 4 – SALARIES AND APPENDICES A, B, AND C AS FOLLOWS:

##### **APPENDIX A & APPENDIX B**

CREATE new Teacher Salary Schedule (Appendix A) and the Administrator Salary Schedule (Appendix B) to reflect:

(a). Salary increase of 1.0% as of September 1, 2021; and another salary increase of 1.0% as of January 1, 2022, a salary increase as of September 1, 2022 of 1.5%, and another salary increase as of January 1, 2023 of 1%.

Year One (2021-2022): 1.0% on 9/1/21  
1.0% on 1/1/22  
Year Two (2022-2023): 1.5% on 9/1/22  
1.0% on 1/1/23

*(Note: COLA will be applicable to Units A&B unit members who were employed during the duration of the Agreement regardless of whether anyone retired or otherwise left employment prior to the ratification of this agreement)*

(b). \$800 (eight hundred dollars) added to the base salary (one-time adjustment effective September 1, 2022) for the increased family engagement time set forth in #12 above. (The \$800 will be added to the base after the 9/1/22 salary increase above in (a)).



**REVISE APPENDIX A AS FOLLOWS:**

In Appendix A, add new section following Career/Technical Education, p. 60

**Eleven Month Teachers**

Teachers who are employed in eleven-month teaching positions work 206 days and are paid an additional 12.57 percent of the annual ten-month salary of the Unit A member. If the unit member also receives an expanded day stipend, the amount of the expanded day stipend is not included in this 12.57 percent calculation for the eleventh month.

Effective September 1, 2022, teachers who are employed in eleven-month teaching positions work 209 days and are paid an additional 12.37 percent of the annual ten-month salary of the Unit A member. If the unit member also receives an expanded day stipend, the amount of the expanded day stipend is not included in this 12.37 percent calculation for the eleventh month.

**REVISE APPENDIX C AS FOLLOWS EFFECTIVE 9/1/22:**

Lost Prep	35.00
Projects	35.00
Drivers Ed	25.00
Night School/Adult Educ.	30.00
Summer School Teacher	40.00
Summer School Principal	50.00
Evening School Principal	50.00
Tutorial Prep Teacher	40.00
Site Coordinator-summer/ homework/tutoring Center	40.00
VPA teacher-night & weekend performances	30.00
Curriculum Development	35.00

**ADJUST VISUAL PERFORMING ARTS AND ATHLETIC STIPENDS AS DETAILED ON FOLLOWING PAGES:**

**VPA stipends** (effective date: 9/1/2022)

**Appendix C: Visual and Performing Arts stipends**

<b>Visual and Performing Arts Stipends</b>		
	<b>Current Amount</b>	<b>Proposed Amt Effective 9.1.22</b>
<b>ALL CITY</b>		
All City Coordinator	New	\$1,700
All City Band Director	\$1,530	\$1,700
All City Orchestra Director	\$1,530	\$1,700
All City Drumline Director	new	\$1,700
All City Chorus Director	\$1,530	\$1,700
All City Accompanist	new	\$1,700
All City Band Asst. Director	\$1,530	\$1,700
All City Chorus Asst. Director	new	\$1,700
All City Band Asst. Director	\$1,530	\$1,700
All City Orchestra Asst. Director	new	\$1,700
<b>CRLS MUSIC</b>		
CRLS Music Ensemble Director	\$2,040	\$2,275
Chamber Ensemble Coordinator	new	\$1,700
<b>CRLS THEATER</b>		
Director of CRLS Musical	\$5,100	\$5,700
Choreographer for Musical	\$2,040	\$2,275
Musical Director of CRLS Musical	\$4,080	\$4,500
CRLS Spring Play	\$3,060	\$3,400
CRLS Winter Play	\$3,060	\$3,400
Drama Festival Director, CRLS	\$5,100	\$5,700
Production Manager, CRLS	new	\$1,000
<b>DANCE</b>		
Dance Company Director	\$6,120	\$6,800
Dance Concept	\$1,530	\$1,700
Dance Company Afterschool	new	\$2,275
<b>UPPER SCHOOLS</b>		
Upper School Ensemble Director- Full Year	\$1,530	\$1,700
Upper School Ensemble Director- One Semester	new	\$850
Upper School Director of Musical	\$2,040	\$2,275
Upper School Music Director of Musical	\$2,040	\$2,275
Upper School Play	\$2,040	\$2,275
Vocal Coach/Accompanist	N/A	\$1,000

**Athletic Stipends** (effective date: 9/1/2022)

**Appendix C: Athletic Stipends**

**Tier 1 Sports:** Crew, Football

**Tier 2 Sports:** Baseball, Basketball, Cross Country, Golf, Gymnastics, Hockey, Indoor Track, Lacrosse, Outdoor Track, Rugby, Soccer, Softball, Swim and Dive, Tennis, Volleyball, Wrestling

**Tier 3 Sports:** Cheerleading, Fencing, Orienteering, Sailing, Ultimate Frisbee

Tier	Position	Stipend Amount
Tier 1	Varsity Head Coach	\$9,156
Tier 1	Assistant Coach	\$4,786
Tier 1	Junior Varsity Coach	\$4,786
Tier 1	Sport Aide	\$1,040
Tier 2	Varsity Head Coach	\$6,242
Tier 2	Assistant Coach	\$2,081
Tier 2	Junior Varsity Coach	\$3,849
Tier 2	Freshman Coach	\$2,081
Tier 2	Sport Aide	\$1,040
Tier 3	Varsity Head Coach	\$3,954
Tier 3	Assistant Coach	\$2,081
Tier 3	Sport Aide	\$1,040

**ATHLETICS STIPENDS**

Position	Tier	Stipend Amount
Crew Varsity Head Coach	Tier 1	\$ 9,156
Crew Assistant Coach	Tier 1	\$ 4,786
Crew Junior Varsity Coach	Tier 1	\$ 4,786
Crew Sport Aide	Tier 1	\$ 1,040
Football Varsity Head Coach	Tier 1	\$ 9,156
Football Assistant Coach	Tier 1	\$ 4,786

Football Junior Varsity Coach	Tier 1	\$ 4,786
Baseball Varsity Head Coach	Tier 2	\$ 6,242
Baseball Junior Varsity Coach	Tier 2	\$ 3,849
Baseball Assistant Coach	Tier 2	\$ 2,081
Baseball Freshman Coach	Tier 2	\$ 2,081
Basketball Varsity Head Coach	Tier 2	\$ 6,242
Basketball Junior Varsity Coach	Tier 2	\$ 3,849
Basketball Assistant Coach	Tier 2	\$ 2,081
Basketball Freshman Coach	Tier 2	\$ 2,081
Cross Country Varsity Head Coach	Tier 2	\$ 6,242
Cross Country Junior Varsity Coach	Tier 2	\$ 3,849
Cross Country Assistant Coach	Tier 2	\$ 2,081
Golf Varsity Head Coach	Tier 2	\$ 6,242
Golf Junior Varsity Coach	Tier 2	\$ 3,849
Golf Assistant Coach	Tier 2	\$ 2,081
Gymnastics Varsity Head Coach	Tier 2	\$ 6,242
Gymnastics Junior Varsity Coach	Tier 2	\$ 3,849
Gymnastics Assistant Coach	Tier 2	\$ 2,081
Hockey Varsity Head Coach	Tier 2	\$ 6,242
Hockey Junior Varsity Coach	Tier 2	\$ 3,849
Hockey Assistant Coach	Tier 2	\$ 2,081
Hockey Freshman Coach	Tier 2	\$ 2,081
Indoor Track & Field Varsity Head Coach	Tier 2	\$ 6,242
Indoor Track & Field Junior Varsity Coach	Tier 2	\$ 3,849
Indoor Track Assistant Coach	Tier 2	\$ 2,081
Indoor Track & Field Sports Aide	Tier 2	\$ 1,040
Lacrosse Assistant Coach	Tier 2	\$ 2,081
Lacrosse Varsity Head Coach	Tier 2	\$ 6,242
Lacrosse Junior Varsity Coach	Tier 2	\$ 3,849
Lacrosse Freshman Coach	Tier 2	\$ 2,081
Outdoor Track & Field Varsity Head Coach	Tier 2	\$ 6,242
Outdoor Track & Field Junior Varsity Coach	Tier 2	\$ 3,849
Outdoor Track & Field Assistant Coach	Tier 2	\$ 2,081
Outdoor Track & Field Sport Aide	Tier 2	\$ 1,040
Rugby Varsity Head Coach	Tier 2	\$ 6,242
Rugby Junior Varsity Coach	Tier 2	\$ 3,849
Rugby Assistant Coach	Tier 2	\$ 2,081
Rugby Freshman Coach	Tier 2	\$ 2,081
Soccer Varsity Head Coach	Tier 2	\$ 6,242
Soccer Junior Varsity Coach	Tier 2	\$ 3,849
Soccer Assistant Coach	Tier 2	\$ 2,081

Soccer Freshman Coach	Tier 2	\$ 2,081
Softball Varsity Head Coach	Tier 2	\$ 6,242
Softball Junior Varsity Coach	Tier 2	\$ 3,849
Softball Assistant Coach	Tier 2	\$ 2,081
Softball Freshman Coach	Tier 2	\$ 2,081
Swim and Dive Varsity Head Coach	Tier 2	\$ 6,242
Swim and Dive Junior Varsity Coach	Tier 2	\$ 3,849
Swim and Dive Assistant Coach	Tier 2	\$ 2,081
Swim and Dive Sport Aide	Tier 2	\$ 1,040
Tennis Varsity Head Coach	Tier 2	\$ 6,242
Tennis Junior Varsity Coach	Tier 2	\$ 3,849
Tennis Assistant Coach	Tier 2	\$ 2,081
Volleyball Varsity Head Coach	Tier 2	\$ 6,242
Volleyball Junior Varsity Coach	Tier 2	\$ 3,849
Volleyball Assistant Coach	Tier 2	\$ 2,081
Volleyball Freshman Coach	Tier 2	\$ 2,081
Wrestling Varsity Head Coach	Tier 2	\$ 6,242
Wrestling Junior Varsity Coach	Tier 2	\$ 3,849
Wrestling Assistant Coach	Tier 2	\$ 2,081
Cheerleading Head Varsity Coach	Tier 3	\$ 3,954
Cheerleading Assistant Coach	Tier 3	\$ 2,081
Cheerleading Sports Aide	Tier 3	\$ 1,040
Fencing Head Varsity Coach	Tier 3	\$ 3,954
Fencing Assistant Coach	Tier 3	\$ 2,081
Fencing Sports Aide	Tier 3	\$ 1,040
Orienteering Varsity Head Coach	Tier 3	\$ 3,954
Orienteering Assistant Coach	Tier 3	\$ 2,081
Orienteering Sports Aide	Tier 3	\$ 1,040
Sailing Head Varsity Coach	Tier 3	\$ 3,954
Sailing Assistant Coach	Tier 3	\$ 2,081
Sailing Sports Aide	Tier 3	\$ 1,040
Ultimate Frisbee Varsity Head Coach	Tier 3	\$ 3,954
Ultimate Frisbee Assistant Coach	Tier 3	\$ 2,081
Ultimate Frisbee Sports Aide	Tier 3	\$ 1,040

**ADJUST THE RATE IN THE FOLLOWING PAY DIFFERENTIALS TO BE EFFECTIVE ON 9/1/2022**

**Pay Differential Based on Position**

Sp. Ed Adjustment Counselor	2,000
Sp. Ed Occupational Therapist	2,000

Sp. Ed Special Education Pre-School Class Teacher	3,000
Sp. Ed. Psychologist	4,000
Sp. Ed. Registered Physical Therapist	2,000
Sp. Ed. Special Education Substantially Separate Class Teacher	2,000
Sp. Ed. Speech Language Pathologist	2,000
Gen Guidance Counselor	1,500

#### **Secondary Guidance Counselor Stipend:**

Effective September 1, 2022, Secondary Guidance Counselors will be paid an additional 3.28% (if Unit A work year is 183 days) or 3.22% (if Unit A work year is 186 days) of the annual ten-month salary of the Unit A member, conditioned upon the following revisions to Article 5, Section K-2:

#### **RATIFICATION BONUS (ONE-TIME PAYMENT)**

All Unit A&B bargaining unit members will be paid \$200.00 (two hundred dollars) (one-time flat payment not to the base). This payment will be disbursed at the same time that the unit member received their retroactive for the 2021-2022 salary.

#### **14. REVISE ARTICLE 5, SECTION K, SUBSECTION K-2 FLEX TIME FOR GUIDANCE COUNSELORS AS FOLLOWS:**

Guidance counselors will be required to work up to three (3) days after the end of the school year and the three (3) days before the beginning of the school year to assist in scheduling and other guidance activities. The principal shall first meet with the guidance counselors as a department before May 15<sup>th</sup> to discuss the scheduling of such dates. ~~In exchange for performing this work either before or after the end of the school year, guidance counselors shall be given a corresponding number of compensatory days off during the school year arranged through the principal of the school and/or designee. Requests shall be made at least twenty-four (24) hours in advance and approval of such days shall not be unreasonably withheld. There shall be no restriction on when guidance counselors may use these days (i.e., they can be used before or after a long weekend/vacation week).~~

#### **15. ADD A NEW SECTION D TO ARTICLE 15 TEACHER FACILITIES WHICH PROVIDE AS FOLLOWS:**

D. The District will continue the following administrative guidelines:

1. Building Moves

Prior to the finalization of a building move plan, the principal/head of upper school of the impacted school and a Superintendent's representative will hold a meeting with faculty of the school to present an overview of the move and receive input and questions from faculty and staff.

2. Major Renovation/New Construction

Whenever a major renovation or a new construction of a building is planned, input from appropriate staff and faculty will be solicited and such input would come through meetings with architects or the Superintendent's designee prior to the design of a building.

3. Maintenance-Related Issues

Faculty and staff will be advised to report all maintenance related issues to the senior building custodian, who shall address the issue if possible or enter a work order into the online job request system for requests requiring central maintenance staff attention. If a teacher's needs are not being responded to, faculty and staff are advised to bring the maintenance request to the



principal/head of upper school or his/her designee.

4. Building Walkthroughs

When requested, the Superintendent or designee will arrange for a building walkthrough for CEA Representatives prior to the first day of school in any building that is newly renovated or has undergone a major renovation.

5. Building Health and Safety

Whenever a faculty or staff member feels that there is a health or safety issue, related to facility conditions, they will bring the concern to the principal, who will promptly report it to the Facilities Director for response, and a status update will be communicated to the faculty or staff member within ten (10) business days whenever possible.

6. Shared Space

The School District will review existing protocols for outside users and will solicit input from faculty/staff in the development of new protocols.

**16. ARTICLE 17 SICK LEAVE ADD A NEW SECTION WHICH PROVIDES:**

In the event that an agreement is reached with the Cambridge Education Association prior to the expiration of the term of this collective bargaining agreement, which is August 31, 2023, regarding changes to the sick leave bank which includes members of Unit A&B of the CEA, the parties agree that any terms of such agreement regarding any such sick leave bank which pertain to members of Unit A&B will be incorporated in this collective bargaining agreement.

**17. REVISE ARTICLE 29 GENERAL, SECTION Q (PP. 50-51) AS FOLLOWS:**

Effective three (3) months after ratification:

1. The school department shall reimburse each member of the bargaining unit who purchases one, up to 65% of a cost of a "T" pass, up to a maximum of \$265.00 (two hundred sixty-five dollars) per month.

2. Bike Sharing Membership: The City shall offer Bike Sharing membership to unit members on the same terms as non-union employees.

**18. THE SCHOOL COMMITTEE AND CEA UNITS A&B WILL ENTER INTO A NEW SIDE LETTER WHICH STATES:**

The School Department will convene a working group with the CEA and City transportation officials to review the adequacy of parking at each building and explore alternative transportation arrangements. The City will share data collected in the commuting survey with data disaggregated between school, department and other City employees.

**19. REVISE ARTICLE 9 TEACHER EMPLOYMENT §D P. 21 TO READ AS FOLLOWS:**

Teachers who have obtained National Board Teacher Certification, any physical therapist who holds Board Certification as a Clinical Specialist in Pediatrics (PCS) issued by the American Board of Physical Therapy Specialties (ABPTS) and American Physical Therapy Association (APTA), any school psychologist who holds a credential as a Nationally Certified School Psychologist issued by the National Association of School Psychologists (NASP), the American Psychological Association (APA) or the National Board Certified Counselors (NBCC), any occupational therapist who holds Board Certification in Pediatrics (OT) or Specialty Certification in School System (OT) issued by the American Occupational Therapy Association (AOTA) and any speech language therapist who holds a certificate of clinical competence (CCC-SLP) issued by the American Speech Language Hearing Association (ASHA) will be

granted a one-time fifteen (15) credits on the teacher's salary schedule as follows:

Bachelors will be placed as Master  
 Master degree will be placed at Master plus 15  
 Master plus 15 will be placed at Master plus 30  
 Master plus 30 will be placed at Master plus 45  
 Master plus 45 will be placed at Master plus 60

Teachers who have either a Master plus 60 credits or a Doctorate who have obtained a certification listed above in the previous paragraph will be granted an annual stipend of \$1,000 (one thousand dollars).

**III. Contract Clean-Up**

**20. Replace all references to "Head of Upper School" with the term "Principal" throughout the collective bargaining agreement.**

**21. REVISE ARTICLE 2 AS FOLLOWS:  
 Revise Section 2(C), Term of The Contract, to read in its entirety:**

This Agreement shall be effective as of September 1, 2021 and remain in effect until August 31, 2023. Upon receipt prior to October 1, 2022 of written notice from the Association of its desire to initiate successor negotiations to amend the terms of this Agreement, negotiations will begin, on mutually-agreement dates and times beginning in October of 2022 on the terms of a successor collective bargaining agreement effective as of September 1, 2023 onward.

**22. Delete Section 2(D) in its entirety.**

**23. DELETE ARTICLE 27 SECTION E IN ITS ENTIRETY AND RE-LETTER CURRENT F AND E.**

**24. REVISE ARTICLE 28 FACULTY ADVISORY COMMITTEE AS FOLLOWS:**

A-1 The Committee and Association agree that a faculty advisory committee in a school is an excellent procedure for open and effective communication between a Principal/~~Head of Upper School~~ and their staff. Said faculty advisory committee shall be optional and need for such shall be determined by the consent of the staff. A positive vote of the staff indicates that the faculty advisory committee shall be established. [last sentence moved from A-5]

A-2. The faculty advisory committee shall be elected on a representative basis. Such Committee will also include CEA faculty representatives and CEA officers on the staff. Such faculty advisory committee shall meet to review and discuss mutual concerns and make recommendations for their solution. Meetings of the faculty advisory committee with the Principal/~~Head of Upper School~~ shall be held at least once a month during the school year.

A-3. The faculty advisory committee will also serve as an advisor to the Principal/~~Head of Upper School~~ concerning the content for in-building early release days, including, but not limited to, professional development activities.

A-4. For the faculty advisory committee to function effectively, recommendations must be given due consideration in decisions that are made. It is recognized, however, that the Principal/~~Head of Upper School~~, by virtue of their position, has the ultimate responsibility for administration of the school.

~~A-5. Said faculty committee shall be optional and need for such shall be determined by the consent of the staff. A positive vote of the staff indicates that the faculty committee shall be~~

~~established.~~

**25. REVISE ARTICLE 29 SECTION F AS FOLLOWS:**

The Association and the Committee will share equally the cost of printing a mutually-agreed upon number of copies of this Agreement, not to exceed 1,250. Either party may print additional copies at their own expense. The Association and the Committee agree that a copy of this Agreement will be posted on the Cambridge Public Schools website and CEA website after ratification of the Agreement by both parties.

**26. REVISE ARTICLE 29 SECTION U A ¶3 LAST SENTENCE P.49 AS FOLLOWS:**

If no ~~building union~~ CEA Executive Board representative is present, a CEA officer will be contacted and the employee may select another CEA member to accompany them ~~him/her~~.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE

\_\_\_\_\_  
Daniel Monahan  
President

\_\_\_\_\_  
Ariel Kennebrew  
Executive Secretary

\_\_\_\_\_  
Date

Order Number \_\_\_\_\_

Date \_\_\_\_\_

CITY OF CAMBRIDGE

\_\_\_\_\_  
Louis A. DePasquale  
City Manager

Approved as to Form:

\_\_\_\_\_  
Nancy E. Glowa, Esq.  
City Solicitor