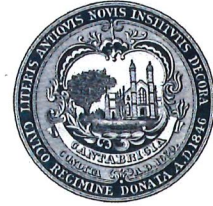


CAMBRIDGE PUBLIC SCHOOLS

22-37



135 BERKSHIRE STREET, CAMBRIDGE, MASSACHUSETTS 02141

March 15, 2022

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Memorandum of Agreement regarding Cambridge Education Association Unit E Educational Stipend for School Years 2019-2020 and 2020-2021

Recommendation: That the School Committee ratify and approve the Agreement regarding the Cambridge Education Association Unit E Educational Stipend for School Years 2019-2020 and 2020-2021.

Description: This Agreement that was reached between the parties addresses the issues and concerns relating to the inadvertent non-payment of the educational stipend during the 2019-2020 and 2020-2021 school years to the Unit E Members in accordance with the provisions of Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E.

The financial cost of this agreement is \$157,000.00.

Supporting Data: Attached copy of the Agreement regarding the Cambridge Education Association Unit E Educational Stipend for School Years 2019-2020 and 2020-2021.

Respectfully submitted,

Victoria L. Greer, PhD
Superintendent of Schools

**MEMORANDUM OF AGREEMENT REGARDING CAMBRIDGE EDUCATION
ASSOCIATION UNIT E EDUCATIONAL STIPEND FOR SCHOOL YEARS 2019-2020
and 2020-2021**

This Agreement is entered into this ____ day of _____ 2022 by and between the City of Cambridge, a political subdivision and municipal corporation of the Commonwealth of Massachusetts with an office located at City Hall, 795 Massachusetts Avenue, Cambridge, Massachusetts 02139, by and through its School Department and the School Committee (hereinafter collectively referred to as the "City"), and the Cambridge Education Association Unit E (hereinafter referred to as the "Association") (the City and the Association are collectively referred to as the "Parties") with respect to the resolution of the issues and concerns relating to the non-payment of the educational stipend during the 2019-2020 and 2020-2021 school years to the Unit E Members in accordance with the provisions of Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E.

WHEREAS, the duty authorized representatives of the Committee, the Association and its Units E Members have met in an effort to resolve the issues and concerns relating to the non-payment of the educational stipend during the 2019-2020 and 2020-2021 school years to the Unit E Members in accordance with the provisions of Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E;

NOW THEREFORE, in consideration of the mutual promises and agreements of the Parties and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the City, the Association and the Individual Unit E Members agree as follows:

1. The current and former Unit E Members who were employed during the 2019-2020 and/or 2020-2021 will be paid the respective amounts as set forth in the chart which is attached hereto as **Attachment A**, less appropriate federal and state tax withholdings and any appropriate retirement withholdings, for the educational stipend that was due and owing to them during the 2019-2020 and the 2020-2021 school year pursuant to Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E.

2. The Association acknowledges and agrees that the payment schedule as set forth in Paragraph 1 is in full satisfaction of the amount due and owing to each of the Unit E members for their educational stipend during the 2019-2020 and 2020-2021 school years in accordance with the provisions of Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E.

3. The Association further acknowledges and agrees, on behalf of itself and its past and present members that the payment schedule as set forth in Paragraph 1 is in full satisfaction of the amount due and owing to its Unit E members, both past and present, for their educational stipend during the 2019-2020 and 2020-2021 school years in accordance with the provisions of

Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E. The Association further acknowledges and agrees, on behalf of itself and its past and present members that there shall be no grievances filed with respect to the issues and concerns relating to the non-payment of the educational stipend during the 2019-2020 and 2020-2021 school years to it Unit E members, both past and present, in accordance with the provisions of Article 17, Section R of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E.

4. The Association, on behalf of itself and its past and present members, and the Unit E members, hereby jointly and severally, irrevocably and unconditionally release, acquit and forever discharge the City of Cambridge, the Cambridge Public Schools, and Cambridge School Committee, their past and present officers, principals, directors, employees, members, agents, insurers, and attorneys (collectively, the "Released Parties") from each claim which was or could have been raised in the above-referenced grievance. The Association, on behalf of itself and its past and present members, and the Unit E members hereby agree, jointly and severally, that they will not, by itself or in concert with others, or by virtue of judicial proceedings of any kind whatsoever, make or cause to be made, acquiesce in or assist in the bringing of any actions against the Released Parties for damages arising out of the above-referenced matter giving rise to this Release.

5. It is understood and agreed that this Agreement represents the compromise of disputed claims and none of the terms of this Agreement are to be construed as an admission of any liability, fault, or responsibility on the part of the Released Parties, by whom liability and fault is, and has always been, expressly denied. The Parties acknowledge that this Agreement is entered into for settlement purposes only.

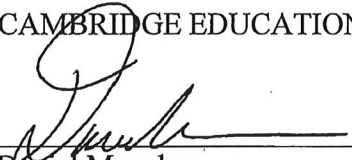
6. The signatories to this agreement are authorized to bind their principals, and the Agreement will become effective upon signature by all Parties. Additionally, the Parties acknowledge and agree that the terms of this Agreement shall not be considered to have established a precedent.

7. This Agreement shall be deemed to be made and entered into in the Commonwealth of Massachusetts, and shall in all respects be interpreted, enforced, and governed under the laws of said Commonwealth. Should any non-material provision of this Agreement be declared or be determined by any court to be illegal or invalid, the validity of the remaining parts, terms, or provisions shall not be affected thereby and said illegal or invalid part, term, or provision shall be deemed not to be part of this Agreement.

8. This Agreement sets forth the entire agreement between the Parties and fully supersedes any and all prior agreements or understandings between the Parties. This Agreement may be amended, revoked, changed or modified only upon a written agreement executed by the Parties.

9. This Agreement may be executed in counterparts, and each counterpart, when executed, shall have the efficacy of a signed original. For the convenience of the Parties, facsimile and PDF signatures shall be accepted as originals.

CAMBRIDGE EDUCATION ASSOCIATION



Daniel Monahan
President
Cambridge Education Association

3/9/2022
Date

CAMBRIDGE SCHOOL COMMITTEE

Ariel Kennebrew
Executive Secretary

Date

Order Number

CITY OF CAMBRIDGE

Victoria L. Greer, PhD
Superintendent of Schools
Cambridge Public Schools

Date

Louis A. DePasquale
City Manager

Date

Approved as to form:

Nancy E. Glowa
City Solicitor

ATTACHMENT A

0006405	Afonso,Angela P	\$	500.00
2001178	All,Amna Idris	\$	500.00
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2000743	Rao, Francesca	\$	500.00
2001182	Revallion, Kayla	\$	500.00
0331525	Rich, Jodi S	\$	300.00
2001441	Riskey, Yinesu	\$	300.00
2000595	Rodriguez, Eunice A	\$	500.00
2001455	Rollins-Laurent, Sejah	\$	300.00
2001447	Saltzman, Jonah William	\$	300.00
0009380	Schultz, Jessica Ann	\$	300.00
2001320	Sconsoni, Nyssa	\$	300.00
2000072	Shleh, Diana Le	\$	500.00
2001105	Shriver, Anne Rose	\$	500.00
2001458	Sinthia, Efhrate Jahan	\$	300.00

2001417 Snyder,Emily Jeanette	\$ 300.00
2001469 Stannard,Jazna Olmsted	\$ 300.00
2001439 Tanner,Ariana	\$ 300.00
2000956 Tran,Sarah Viet	\$ 500.00
2001068 Verdi,Catarine	\$ 200.00
2000648 Vigoda,Devon Rachel	\$ 500.00
0007590 Villejo,Mario	\$ 200.00
2001155 Volodina,Lilia	\$ 500.00
2001172 Vosbigian,Nina	\$ 500.00
0010543 Walter,Maya	\$ 500.00
2000996 Wang,Sophie He Yue	\$ 200.00
2000922 Westa,Ellen Elizabeth	\$ 500.00
2001324 White,Eulalia Jace	\$ 300.00
2001077 Wight,Caitlin	\$ 500.00
2000788 Wittkopp,Kimiko	\$ 300.00
0331675 Yablo,Zina Siyasa	\$ 300.00

First	Last	Amount
Diane	Abu-Eid	\$200.00
Rachel	Boardman	\$200.00
Judith	Farr	\$200.00
Christian	Lorenzen	\$200.00
Carolann	Nowlan	\$200.00
Sashain	Salomon	\$200.00

Stephanie	Burgess	\$300.00
Stephanie	Jarvis	\$500.00
Bianca	Joassaint	\$500.00
Clara	Preciado	\$300.00
Sarah	Quinn	\$300.00
Malika	Saquil	\$300.00
Lindsey	Scott	\$300.00
Catherine	VanHall	\$500.00
Adrianna	Yancey	\$300.00

Linda	Costa	\$500.00
Shela	Sinellen	\$500.00

0004420 Antonitus,Emily	\$	200.00
0001724 Beucler,Margaret	\$	500.00
0004190 Photopoulos,Barbara	\$	200.00
0009703 Richardson,Donna Jeanne	\$	500.00
0004019 Snell,Elizabeth	\$	500.00
0005689 Sousa,Donna J	\$	500.00