




August 8, 2023

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement Between and Among the Cambridge School Committee  
And the Cambridge Family Liaisons Invested in Families & Education, AFSCME/AFL-CIO  
(LIFE/AFSCME) And The Cambridge Professional Safety Specialists Association

- Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Family Liaisons Invested in Families & Education, AFSCME/AFL-CIO (LIFE/AFSCME) and the Cambridge Professional Safety Specialists Association with respect to accreting the bilingual liaison coordinators who are currently members of the Safety Specialists union into the membership of the Family Liaison union.
- Description: As detailed more fully in the attached agreement, this proposed agreement accretes the bilingual liaison coordinators, who are currently members of the Safety Specialists union into the membership of the Family Liaison union effective as of September 1, 2023 and aligns the pay of the bilingual liaisons with those set forth in the Family Liaisons' current collective bargaining agreement for the period of September 1, 2021 through August 31, 2024.
- Supporting Data: Attached Agreement between the Cambridge School Committee and the Cambridge Family Liaisons Invested in Families & Education, AFSCME/AFL-CIO (LIFE/AFSCME) and the Cambridge Professional Safety Specialist Association.

Respectfully submitted,

  
Victoria L. Greer, PhD  
Superintendent of Schools

**AGREEMENT BETWEEN AND AMONG THE  
CAMBRIDGE SCHOOL COMMITTEE AND THE CAMBRIDGE FAMILY LIAISONS  
INVESTED IN FAMILIES & EDUCATION, AFSCME/AFL-CIO (LIFE/AFSCME) AND  
CAMBRIDGE PROFESSIONAL SAFETY SPECIALISTS ASSOCIATION**

This Agreement is entered into between and among the Cambridge School Committee ("Committee"), the Cambridge Family Liaisons Invested in Families & Education, AFSCME/AFL-CIO (LIFE/AFSCME) ("Family Liaisons"), and the Cambridge Professional Safety Specialists Association ("Safety Specialists") (hereinafter collectively referred to as the "Parties") as a resolution of issues related to the accretion of the bilingual liaisons coordinators who are members of the Safety Specialists union into the membership of the Family Liaisons union.

WHEREAS, the Family Liaisons, Safety Specialists and the Committee have met in an effort to resolve issues and concerns regarding the accretion of the bilingual liaisons coordinators who are members of the Safety Specialists union into the membership of the Family Liaisons union;

NOW THEREFORE, in consideration of mutual promises and covenants, the receipt and sufficiency of which are hereby acknowledged, the Family Liaisons, Safety Specialists and the Committee hereby agree as follows:

1. Effective as of September 1, 2023, the bilingual liaisons will be accreted into the Family Liaisons unit and the pay and benefits of the bilingual liaisons will align to those set forth in the Family Liaisons' current collective bargaining agreement for the period of September 1, 2021 through August 31, 2024. The Parties acknowledge and agree that a chart summarizing these changes is attached hereto as **Attachment A**.

2. Effective as of September 1, 2023, the Parties acknowledge and agree that Article 1, Recognition, of the current Family Liaisons collective bargaining agreement shall be deleted in its entirety and that the following text shall be inserted in its place:

Membership in the unit shall consist of Family Liaisons, Community and Family Partnerships Liaisons and Bilingual Liaison Coordinators employed by the Cambridge Public Schools whether funded from general funds or grant funds working twenty (20) hours per week or more and excluding all other employees of the Cambridge Public Schools. The membership of the unit shall hereafter be referred to as "family liaisons".

The Parties further agree that this change detailed above shall be incorporated into the successor collective bargaining agreement for the Family Liaisons.

3. Effective as of September 1, 2023, the Parties acknowledge and agree that Article 1, Recognition Clause of the current Safety Specialists collective bargaining agreement, shall be deleted in its entirety and that the following text shall be inserted in its place:

The Cambridge School Committee hereinafter referred to as "Committee" recognizes the Professional Safety Specialists Association hereinafter referred to as the "Association" for the purpose of collective bargaining as the exclusive representative of the Association

consisting of all regularly appointed Professional Safety Specialists of the Cambridge School Department. The group will be known as the Professional Safety Specialists Association (P.S.S.A.).

The Parties further agree that this change shall be incorporated into the successor collective bargaining agreement for the Safety Specialists.

4. Effective as of September 1, 2023, the text of Section A of Article 15 of the Family Liaisons collective bargaining agreement shall be deleted in its entirety and the following text inserted in its place:

A. Sick Leave. Effective as of September 1, 2023, each member of the bargaining unit shall be entitled to fifteen (15) sick days per year.

The Parties further agree that this change detailed above in this paragraph shall be incorporated into the successor collective bargaining agreement for the Family Liaisons.

5. Effective as of September 1, 2023, a new Section D will be added to Article 13 of the Family Liaisons collective bargaining agreement which shall state:

D. The Committee agrees to pay an annual vehicle allowance payment of \$850.00 (eight hundred fifty dollars), payable twice a year in December and June to employees classified as Bilingual Liaison Coordinators, Title I, Sheltered English Immersion and Office of Student Services family liaisons who are required to regularly use their personal motor vehicle in performance of their duties.

The Parties further agree that this change detailed above in this paragraph shall be incorporated into the successor collective bargaining agreement for the Family Liaisons.

6. The Parties acknowledge and agree that the final vacation payment for the bilingual liaisons under the Safety Specialists collective bargaining agreement will occur in July for the 2022-2023 school year.

7. The Parties acknowledge and agree that the first pay date for the bilingual liaisons under the Family Liaisons collective bargaining agreement will be on September 15, 2023.

8. Effective as of September 1, 2023, the Parties acknowledge and agree that all references to "liaison coordinators," "bilingual family liaisons" and/or "bilingual liaison coordinators" shall be removed from the current Safety Specialists collective bargaining agreement. The Parties further agree that these changes shall be incorporated into the successor collective bargaining agreement for the Safety Specialists.

9. The Parties acknowledge and agree to cooperate fully in providing and/or executing any documentation necessary to support and/or effectuate the provisions of this Agreement.

10. It is understood and agreed between and among the Family Liaisons, Safety Specialists and the Committee that Cambridge Public Schools retains its managerial authority and no provisions of this Agreement shall prevent the Cambridge Public Schools from making determinations with respect to any of its management rights. It is further acknowledged, agreed and understood by the Family Liaisons and the Safety Specialists that nothing in this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the Committee and/or the Cambridge Public Schools. The parties further agree that this Agreement does not alter, impact or otherwise change the rights of the Cambridge Public Schools and the Committee as a matter of law, under the collective bargaining agreement between the Committee and the Family Liaisons, and/or under the collective bargaining agreement between the Committee and the Safety Specialists.

11. The signatories to this agreement are authorized to bind their principals, and the Agreement will become effective upon signature by all Parties.

12. 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 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.

13. 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.

14. 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.

WHEREFORE, the Family Liaisons, Safety Specialists and the Committee have caused this Agreement to be executed by their duly authorized representatives this \_\_\_\_ day of August 2023.

CAMBIRDGE FAMILY LIAISONS  
INVESTED IN FAMILIES & EDUCATION,  
AFSCME/AFL-CIO (LIFE/AFSCME)

CAMBRIDGE SCHOOL COMMITTEE

\_\_\_\_\_  
Co-President

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

\_\_\_\_\_  
Negotiating Committee

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Order Number      Date

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Negotiating Committee

CAMBRIDGE PROFESSIONAL SAFETY  
SPECIALIST ASSOCIATION

\_\_\_\_\_  
Thomas McInerney  
President

CITY OF CAMBRIDGE

\_\_\_\_\_  
Yi-An Huang  
City Manager

Approved as to form:

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

## ATTACHMENT A

## Comparison of Pay and Benefits: Bilingual Liaisons - Family Liaisons

	<b>Security Contract Bilingual Liaisons</b>	<b>Family Liaison Contract</b>	<b>Impact for Bilingual Liaisons if accreted into Family Liaison unit</b>
<b>Work Days/ Paid Days</b>	189.5 / 206 <i>Note: Bilingual liaisons have "paid holidays"</i>	188 / 188	Bilingual liaisons' work year and paid days would align with the Family Liaison contract: (188 / 188).
<b>Pay Cycle</b>	Weekly	Semi Monthly (15th and last day of each month)	Bilingual liaisons would be paid on a semi-monthly basis. The first pay date of SY23-24 is Sept 15th.
<b>Vacation</b>	1 to 8 years: 12 days 9-13 years: 17 days >13 years: 21 days <i>Paid in lump sum at end of each school year.</i>	No paid vacation days	Bilingual liaisons' benefits would align with Family Liaison contract (i.e. no paid vacation) Final vacation payment would occur in July for SY22-23.
<b>Sick Leave</b>	15 days	12 days	Bilingual liaisons would continue to receive 15 sick days. Increase family liaison benefit to 15 days
<b>Health Insurance</b>	18%-Employees hired prior to 7-1 2012 25% Employees hired 7-1 2012 & after	15%-Employees hired prior to 4-1-2013 25%-Employees hired 4-1-2013 & after	Bilingual liaisons' benefit dates would align with family liaison benefit dates ( <i>one individual would be impacted</i> )
<b>Health Waiver</b>	\$1,000	\$1,800	Bilingual liaisons' benefits would align with Family Liaison contract
<b>Car Allowance</b>	\$850	Mileage payments at .32/mile	Bilingual liaisons would continue to receive the \$850 per year, paid monthly. Other district-wide liaisons would become eligible (i.e. Title I, SEI, OSS liaisons)
<b>Overtime</b>	1.5 for over 8 per day / 2 x for Sundays and holidays	1.5 x over 40 hours worked per week	Bilingual liaisons would align with Family Liaison contract. ( <i>NOTE: the higher hourly rate will result in more pay in most cases</i> ).
<b>Attendance Incentive</b>	\$250 each 6 month period (July-Dec & Jan-Jun) when use 1 or less sick days.	None	Bilingual liaisons would align with Family Liaison contract

Comparison of Pay and Benefits: Bilingual Liaisons - Family Liaisons

Salary Schedules	Hourly Rates			Annual Salary			Bilingual Liaisons would be placed on the Family Liaison salary plan.
	Steps	Basic	Masters	Steps	High Sch	Bachelor	
1	29.51	30.31	31.12	1	56,475.33	57,271.29	58,067.26
2	30.96	31.76	32.57	2	59,004.88	59,800.84	60,596.81
3	31.57	32.38	33.18	3	61,739.98	62,535.94	63,331.91
4	33.77	34.58	35.39	4	64,480.18	65,276.15	66,072.11
5	35.05	35.86	36.66	5	67,765.70	68,561.66	69,357.63
6	36.32	37.13	37.94				
				Hourly Rates			
				Step	High Sch	Bachelor	
				1	37.55	38.08	38.61
				2	39.23	39.76	40.29
				3	41.05	41.58	42.11
				4	42.87	43.40	43.93
				5	45.06	45.59	46.12