



June 4, 2019

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Agreement Between the Cambridge School Committee and the Cambridge Education Association Regarding the King Open and Cambridge Street Upper School Moves to the Newly Constructed King Open Elementary School and Cambridge Street Upper School for the Upcoming 2019-2020 School Year.

Recommendation: That the School Committee approve the Agreement Between the Cambridge School Committee and the Cambridge Education Association Regarding School Moves at the King Open and Cambridge Street Upper Schools as detailed in the attached document.

Description: This recommendation details an agreement reached with the Cambridge Education Association as a resolution of issues related to the moving of school staff to the newly constructed King Open Elementary School and Cambridge Street Upper School for the upcoming 2019-2020 school year.

Supporting Data: Attached Agreement Between the Cambridge School Committee and the Cambridge Education Association Regarding School Moves at the King Open and Cambridge Street Upper Schools.

Respectfully Submitted,

Kenneth N. Salim, Ed.D.
Superintendent of Schools

**AGREEMENT BETWEEN THE
CAMBRIDGE SCHOOL COMMITTEE AND THE CAMBRIDGE EDUCATION ASSOCIATION**

Subject: King Open and CSUS Moves

This Agreement is entered into between the Cambridge School Committee ("Committee") and the Cambridge Education Association ("Association") as a resolution of issues related to the moving of school staff, including Unit A, C and E members, to the newly constructed King Open Elementary School and Cambridge Street Upper School for the upcoming 2019-2020 school year.

WHEREAS, the Association and the Committee have met in an effort to resolve concerns regarding the moving of school staff, including Unit A, C and E members, to the newly constructed King Open Elementary School and Cambridge Street Upper School for the upcoming 2019-2020 school year.

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

1. Each Unit A member at the Cambridge Street Upper School and King Open Elementary School who has to pack his or her classroom or office by no later than the close of business on Friday, June 21, 2019 and to set up a new classroom or office prior to the start of the 2019-2020 school year will be paid \$200.00 (two hundred dollars).

2. In addition to the \$200.00 (two hundred dollars) payment described above in paragraph one (1), each Unit A member who has to pack their classroom or office and set up a new classroom or office will be given one (1) compensatory day.

3. All Unit A members at the Cambridge Street Upper School and King Open Elementary School are expected and required to have their classrooms or offices set up by no later than the first day of school that students are in session and all teachers are expected and required to begin teaching on the first day of school that students are in session in the new locations/buildings for the 2019-2020 school year.

3. The Principal and/or Head of Upper School will be asked to check with teachers at the school to determine if there are any extenuating circumstances that would result in a Unit A member being unable to comply with this schedule. Any such issue will be brought to the attention of the Principal and/or Head of Upper School for resolution.

4. Each member of Unit C at the Cambridge Street Upper School and King Open Elementary School, who is authorized by the Principal or Head of Upper School, to work overtime in connection with the moving of school staff for the 2019-2020 school year will be paid overtime in accordance with the requirements of the Fair Labor Standards Act as then in effect.

5. Each member of Unit E at the Cambridge Street Upper School and King Open Elementary School, who is authorized by the Principal or Head of Upper School to work in excess of their regular schedule in connection with the moving of school staff for the 2019-2020 school year shall not exceed forty (40) hours per week of work time and will be paid for such additional hours in excess of their regular schedule under the maximum of forty (40) hours per week at their hourly rate of pay as set forth in the collective bargaining agreement between the parties as then in effect.

6. All Unit C and Unit E members at the Cambridge Street Upper School and King Open Elementary School, are expected and required to have their work areas set up by no later than the first day of school that students are in session for the 2019-2020 school year.

7. As a result of the provisions set forth in this Agreement the Association agrees that no grievances shall be filed in connection with the moving of school staff.

8. The Association and the Committee agree that this Agreement shall not be considered to have established a precedent under the collective bargaining agreement between the Association and the Committee and shall not be used by either party for any reason in any other proceeding, except one to enforce the terms of the Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representatives this ____ May 2019.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE

Dosha Beard
Executive Secretary to the School Committee

Voted by the School Committee
