



October 15, 2019

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B Regarding Appendix C of the Collective Bargaining Agreement

**Recommendation:** That the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B regarding Appendix C of the Collective Bargaining Agreement.

**Description:** This Agreement amends the list of extracurricular activity club advisor stipends set forth in appendix C for the 2017 – 2018 through the 2019 – 2020 collective bargaining agreement to reflect all active club and associated club advisors stipends.

This clarifies for purposes of the Massachusetts Teachers Retirement Board (MTRS) all active extracurricular activity club advisors and associated stipends for the period of 2017-2018 through 2019 -2020 collective bargaining agreement.

**Supporting Data:** Attached is the Agreement between the Cambridge School Committee and Cambridge Education Association Units A&B.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "KS", written over a faint circular stamp.

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

**AGREEMENT  
BETWEEN  
THE CAMBRIDGE SCHOOL COMMITTEE  
AND  
CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B  
REGARDING APPENDIX C OF COLLECTIVE BARGAINING AGREEMENT**

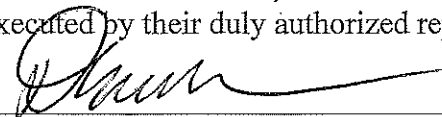
This Agreement is entered into between the Cambridge School Committee (“Committee”) and the Cambridge Education Association Units A&B (“Association”).

WHEREAS, the Association and the Committee wish to amend the list of Extra Curricular Activities Club Advisor Stipends set forth in Appendix C for 2017-2018 through 2019-2020 to reflect all active clubs and associated club advisor stipends in that year;

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

1. The Committee and the Association agree that the Club Advisor Stipends that are set forth in **Attachment A** to this Agreement shall constitute an amendment to the current collective bargaining agreement and shall supersede and replace the Extra Curricular Activities Stipends set forth in Appendix C to the current collective bargaining agreement between the Committee and the Association effective for the period starting September 1, 2017 through August 31, 2020.
2. The Committee and the Association for Units A&B further agreement that the Appendix C as detailed in **Attachment A** also shall be incorporated into the language of the successor collective bargaining agreements between the parties as Appendix C to the successor collective bargaining agreement between the parties.

WHEREFORE, the Committee and the Association have caused this Agreement to be executed by their duly authorized representatives this \_\_\_ of October 2019.

  
\_\_\_\_\_  
For the Association

\_\_\_\_\_  
For the Committee

\_\_\_\_\_  
Date of Order

ATTACHMENT A

ATTACHMENT A  
Amended Appendix C  
Extra Curricular Activities  
High School Cub Advisor Stipends

Club	Sept 1 2017 -Aug. 31, 2018	Sept 1, 2018 - Aug. 31, 2020
A Capella	\$ 1,500	\$ 4,000
Aerospace Engineering/Astronomy	\$ 720	\$ 1,500
Alpine Ski	\$ 4,000	\$ 4,000
American Sign Language	n/a	\$ 720
AP Coordinator	\$ 4,000	\$ 4,000
Arabic	\$ 720	\$ 1,500
Asian	\$ 720	\$ 1,500
Bike Advocacy	n/a	\$ 1,500
Biotechnology	\$ 720	\$ 720
Black Student Union (Students of Color Union)	\$ 720	\$ 1,500
Business (Formerly YES Club)	\$ 720	\$ 720
Ceramics	\$ 720	\$ 720
Chess	\$ 720	\$ 720
Christian	\$ 720	\$ 720
Club 1 - Feminist	\$ 720	\$ 720
Club 4	\$ 4,000	\$ 4,000
Club Med	\$ 1,500	\$ 1,500
Computer Science	\$ 720	\$ 1,500
Drumline	\$ 720	\$ 1,500
Dungeons & Dragons	\$ 720	\$ 1,500
Environmental Action	\$ 720	\$ 1,500
Falcon Friends	\$ 720	\$ 720
First Robotics	\$ 1,500	\$ 1,500
French	\$ 720	\$ 720
Freshman Class	\$ 720	\$ 720
Global Awareness	\$ 720	\$ 720
Habasha	\$ 720	\$ 1,500
Habitat for Humanity	\$ 1,500	\$ 1,500
Haitian	\$ 1,500	\$ 1,500
Henna	\$ 720	\$ 720
History	\$ 720	\$ 1,500
Improv	\$ 720	\$ 1,500
Interact	n/a	\$ 720
Jewish Heritage	\$ 720	\$ 720
Junior Class	\$ 1,500	\$ 720
Junior State of America	\$ 720	\$ 720
Korean Pop (K-Pop)	\$ 720	\$ 4,000
Latin	\$ 720	\$ 1,500
Latino	\$ 720	\$ 720
Literary Magazine	\$ 720	\$ 720
Math	\$ 1,500	\$ 1,500
Media Arts	\$ 1,500	\$ 1,500

ATTACHMENT A  
Amended Appendix C  
Extra Curricular Activities  
High School Cub Advisor Stipends

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Club	Sept 1 2017 -Aug. 31, 2018	Sept 1, 2018 - Aug. 31, 2020
Model United Nations	\$ 4,000	\$ 4,000
Muslim Culture	\$ 720	\$ 720
National Honor Society 1	\$ 4,000	\$ 2,000
National Honor Society 2	\$ -	\$ 2,000
Peer Mentors	\$ 1,500	\$ 1,500
Photography	\$ 1,500	\$ 1,500
Poetry/Spoken Word	\$ 720	\$ 1,500
Political Action	\$ 720	\$ 720
Project 10 East (Gay-Straight Alliance)	\$ 720	\$ 1,500
Register Forum (School Newspaper)	\$ 4,000	\$ 4,000
Rocket Team	n/a	\$ 1,500
Science Team	\$ 1,500	\$ 4,000
Senior Class	\$ 4,000	\$ 4,000
Sisters on the Runway	\$ 720	\$ 1,500
Sophomore Class	\$ 720	\$ 720
Spanish	\$ 720	\$ 720
Speech and Debate	\$ 720	\$ 4,000
Step Team	\$ 1,500	\$ 4,000
Student Government (1)	\$ 2,000	\$ 2,000
Student Government (2)	\$ 2,000	\$ 2,000
Underwater Robotics	\$ 720	\$ 1,500
UNICEF	\$ 720	\$ 4,000
Yearbook	\$ 4,000	\$ 4,000
Yearbook Business Advisor	\$ 720	\$ 720
Issues in Education	\$ 720	n/a
Marine Conservation	\$ 720	n/a
Ocean Science Bowl Team	\$ 720	n/a