



September 19, 2023

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement for Parent Leave for Non – Union Employees

- Recommendation: That the School Committee approve the provision of 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 for all non-union employees of the Cambridge Public Schools.
- Description: As detailed more fully in the attached document this recommendation is to approve the provision of 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 for all non-union employees of the Cambridge Public Schools.
- Supporting Data: Attached Parental Leave for non-union employees of the Cambridge Public Schools.

Respectfully submitted,

Victoria L. Greer, PhD
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Superintendent of Schools

Cambridge Public Schools Paid Parental Leave for Non-Union Employees

The Cambridge School Committee and the Cambridge Public Schools (“CPS”) agree to abide by State Law and Massachusetts Commission Against Discrimination (“MCAD”) guidelines with reference to parental leave. Effective within thirty (30) days of the date of the vote by the Cambridge School Committee to ratify the recommendation regarding paid parental leave for CPS non-union employees, all CPS non-union employees 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 CPS non-union employees 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. CPS non-union employees 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.

In addition, any CPS non-union employee who qualifies for this benefit as described in the previous paragraph, and who has not exhausted their FMLA leave, and whose qualifying event falls sixty business days (60) before the date of ratification by the School Committee will be eligible for up to four (4) weeks of PPL to be used with the same guidelines as set forth in the previous paragraph.