

CAMBRIDGE PUBLIC SCHOOLS

135 BERKSHIRE STREET, CAMBRIDGE, MASSACHUSETTS 02141



February 6, 2024

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Settlement of Cambridge Education Association Units A&B Grievance number AB 04-23-24

Recommendation: That the School Committee approve the settlement of the Cambridge Education Association Units A&B Grievance number 04-23-24 which clarifies the stipend amount set forth in Appendix G, Section 3 of the collective bargaining agreements between the parties for the period of September 1, 2021 through August 31, 2023 and September 1, 2023 through August 31, 2026 that are paid to assistant principals working in an expanded learning time program during these school years as detailed in the attached document.

Description: This is a negotiated settlement agreement regarding Cambridge Education Association Units A&B Grievance number 04-23-24.

Supporting Data: Settlement Agreement Between the Cambridge School Committee and Cambridge Education Association Units A&B Grievance number AB 04-23-24

Respectfully submitted,

Victoria L. Greer, PhD
Superintendent of Schools

**SETTLEMENT AGREEMENT
BETWEEN
THE CAMBRIDGE SCHOOL COMMITTEE
AND
THE CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B**

This Settlement Agreement is entered into between the Cambridge School Committee by and through the Superintendent of Schools for the Cambridge Public Schools ("Committee"), and the Cambridge Education Association Units A&B ("Association") as a resolution of the Association's Grievance Number AB-4-23-24 that the Association filed on behalf of Deborah Hood-Brown ("Ms. Hood-Brown") at Level II of the grievance process.

WHEREAS, the Association filed Grievance AB-4-23-24 on behalf of its Unit B member, Ms. Hood-Brown, claiming a violation of a past practice as to the amount of compensation to be paid to an assistant principal work in an expanded learning time program;

Whereas, the Committee denies this grievance is substantively valid because the Association is grieving a past practice and there is no alleged violation of the Units A&B collective bargaining agreement;

WHEREAS the Association and the Committee have met at Level II in an effort to resolve this grievance;

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 to settle the grievance as follows:

1. The Association agrees to withdraw, with prejudice, grievance number AB-4-23-24.
2. The Association and the Committee acknowledge and agree that the Unit B member who worked as an assistant principal in the expanded learning time program Fletcher Maynard Academy has been paid \$10,000.00 (ten thousand dollars) for school years 2021-2022 and 2022-2023, which supersedes the \$4,000 stipend in Appendix G, Section 3 of the Units A&B collective bargaining agreement. The Association and the Committee further acknowledge and agree that the Unit B members who work as an assistant principal in the expanded learning time program at the King School and the Fletcher Maynard Academy for the school year 2023-2024 will be paid a stipend of \$10,000.00 (ten thousand dollars), which supersedes the \$4,000 stipend in Appendix G, Section 3 of the Units A&B collective bargaining agreement. The Association and the Committee further acknowledge and agree that the Unit B members who work as an assistant principal in the expanded learning time program at the King School and Fletcher Maynard Academy during the 2024-2025 school year will be paid a stipend of \$10,000.00 (ten thousand dollars) stipend, which likewise supersedes the \$4,000 stipend in Appendix G, Section 3. The Association and the Committee further acknowledge and agree that the additional 210 hours at the ELT schools shall expire following the 2024-2025 school year unless the District affirmatively decides to maintain the existing hours for the 2025-2026 school year as a result of

the community processes at each of the ELT schools, consistent with the terms of the Parties' ratified Memorandum of Agreement for the 2023-2026 Units A&B collective bargaining agreement.

3. It is understood and agreed between the Association and the Committee that Cambridge Public Schools retains its managerial authority and no provisions of this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the School Committee and/or the Cambridge Public Schools. Additionally, the Association acknowledges and agrees that the terms of this Agreement shall not be considered to have established a precedent or practice under the collective bargaining agreement between the Association and the Committee.

4. The parties further acknowledge and agree that the terms of this agreement shall be incorporated into the collective bargaining agreements, by superseding the pre-existing stipend amount set forth in Appendix G, Section 3, between the parties for the period of September 1, 2021 through August 31, 2023 and September 1, 2023 through August 31, 2026.

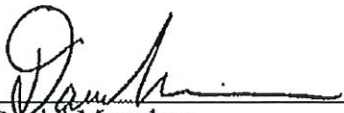
5. This Settlement Agreement does not constitute an admission of fault, liability, contract violation, or wrongdoing on the part of any party.

6. The Committee and the Association agree that this Settlement Agreement shall constitute full settlement of this grievance matter and shall not be considered to have established a precedent or practice and shall not be used by either party for any reason in any grievance, arbitration or other proceeding of any nature, except one to enforce this agreement.

WHEREFORE, the Association and the Committee have caused this Settlement Agreement to be executed by their duly authorized representative this ___ of December 2023.

CAMBRIDGE EDUCATION ASSOCIATION
UNITS A&B

CAMBRIDGE SCHOOL COMMITTEE



Daniel Monahan
President

Victoria L. Greer, PhD
Superintendent of Schools

Ariel Kennebrew
Executive Secretary

Date _____

Order Number _____