



April 1, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Memorandum of Agreement between the Cambridge School Committee and Cambridge Education Association Regarding Kennedy Longfellow School Closure

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee (the "Committee") and Cambridge Education Association regarding the Kennedy Longfellow School Closure

Description: As detailed in the attached document this agreement addresses the additional and remaining impacts associated with the closure of the Kennedy Longfellow School.

Supporting Data: Agreement between the Cambridge School Committee and Cambridge Professional Education Association regarding the Kennedy Longfellow School Closure.

Respectfully submitted,

David Murphy,  
Interim Superintendent of Schools

**Agreement between the Cambridge School Committee and the Cambridge Education Association Regarding Closure of the Kennedy Longfellow School (“the Agreement”)**

This Agreement is entered into by and between the Cambridge Education Association and the Cambridge School Committee as of March \_\_\_\_, 2025.

WHEREAS, the Kennedy Longfellow School will be closed effective as of the start of the 2025-2026 school year;

WHEREAS, the Cambridge Education Association and the Cambridge School Committee have met in an effort to resolve impacts associated with the closure of the Kennedy Longfellow School effective as of the start of the 2025-2026 school as detailed in this Agreement; and

WHEREAS, the Cambridge Education Association and the Cambridge School Committee agree the additional impacts associated with the closure of the Kennedy Longfellow School are resolved by this Agreement.

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

1. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the Kennedy Longfellow Steering Committee (which is further described in an agreement between the Cambridge School Committee and the Cambridge Education Association dated February 5, 2025) will provide monthly written updates, as appropriate, to the staff and caregivers of the Kennedy Longfellow School community through the end of the 2024-2025 school year (in other words, in April, May and June of 2025). The Cambridge School Committee and the Cambridge Education Association further agree that there will be a meeting for caregivers in the spring of 2025. The Cambridge School Committee and the Cambridge Education Association also agree that there will be a meeting for Kennedy Longfellow School staff members during the spring of 2025 which will be held during contractual work hours to provide feedback to the Kennedy Longfellow School Steering Committee.

2. During two public meetings of either the Cambridge School Committee or a subcommittee of the Cambridge School Committee, as determined in the sole discretion of the Cambridge School Committee, which are held during the 2025-2026 school year, representatives of the former Kennedy Longfellow School community – both staff and caregivers – will be given the opportunity to report on the progress and experience of caregivers as agenda items (not just during a public comment period).

3. To the extent feasible and practicable, the Cambridge School Committee and the Cambridge Education Association also acknowledge and agree that Unit A, B, C and E members of the Cambridge Education Association currently assigned to the Kennedy Longfellow School will, through August 15, 2025, be provided with postings for vacant positions at least one week in advance of the postings for such positions being distributed



to all Cambridge Public Schools staff. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that from May 15, 2025 onwards that Kennedy Longfellow School staff who have already been assigned to a new position for the 2025-2026 school year will no longer receive advance notice of posting of positions for the 2025-2026 school year and will be considered voluntary transfers. As part of the process, Unit A, B, C and E members of the Cambridge Education Association currently assigned to the Kennedy Longfellow School will have an opportunity to speak with a building administrator and visit the school. If recommended by the principal of the school where the vacancy is and approved by the Superintendent, the members of Unit A, B, C and E of the Cambridge Education Association currently assigned to the Kennedy Longfellow School shall be transferred into the vacant position. No other applicants shall be appointed during this one week advance posting period unless there is an immediate vacancy during or within ten (10) days of the start of the school year except if another individual is transferred into the position as a result of an involuntary transfer or the provisions of another memorandum of agreement between the Cambridge School Committee and the Cambridge Education Association apply. The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that this provision shall not be construed or interpreted as a violation of any provisions of the collective bargaining agreements between the parties.

4. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that by no later than March 3, 2025, a survey will be conducted of all members of Units A, B, C, E, and building substitutes, who are members of Unit D, that are currently assigned to the Kennedy Longfellow School to identify their current certifications/areas of licensure, current position, preferred grade and position, preferred length of day and start time. The Cambridge School Committee and Cambridge Education Association also agree that the Office of Human Resources will track the placement of the members of Unit A, B, C, E, and building substitutes who are members of Unit D currently assigned to the Kennedy Longfellow School and will update the Cambridge Education Association President as to the status of placements of the members of Units A, B, C, E and building substitutes, who are members of Unit D, currently assigned to the Kennedy Longfellow School on April 1, 2025, May 1, 2025, and June 2, 2025 and again on June 30, 2025. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the final decision with respect to the assignment of members of Units A, B, C, E, and building substitutes, who are members of Unit D, currently assigned to the Kennedy Longfellow School rests with the Superintendent or designee.

5. The Cambridge School Committee and Cambridge Education Association acknowledge and agree that all members of Units A, B, C and E who were previously assigned to the Kennedy-Longfellow School in the 2024-2025 school year, may, upon the member's request, interview during the ten (10) day posting period for any positions that are posted for the 2026-2027 school year for which they are qualified. To the extent feasible and practicable, as part of this process, they will have an opportunity to speak with a building administrator and visit the school. If recommended by the principal of the school where the vacancy is and approved by the Superintendent, the members of Unit A, B, C and E of the Cambridge Education Association currently assigned to the Kennedy



Longfellow School shall be transferred into the vacant position. To the extent feasible and practicable, no other applicants shall be appointed during this one week advance posting period unless there is an immediate vacancy during or within ten (10) days of the start of the school year.

6. As of June 1<sup>st</sup>, the Cambridge Public Schools will share with the President of the Cambridge Education Association a list of any member of CEA Unit A currently assigned to the Kennedy Longfellow School who holds professional teacher status and who has not been assigned to a position for the 2025-2026 school year and the Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the Superintendent of Schools or designee will consult with the President of the Cambridge Education Association regarding this list. Following this consultation, CEA Unit A members on this list shall be provided a list of at least five (5) comparable positions as defined by the Unit A members current and valid licensure and certification that are available chosen by the Superintendent and shall be afforded the opportunity to rank their preference among those five positions and have an opportunity to speak with the building administrators and visit the schools in order of preference. If after speaking with the building administrator and visiting the school the CEA Unit A members wants the position and is recommended by the principal of the school and approved by the Superintendent, the CEA Unit A member will be transferred to that position. If this is a one-year appointment, the Unit A member would be able to seek a position for the 2026-2027 school year in accordance with the provisions set forth above in paragraph 5 of this Agreement. If through the provisions of paragraph 5 of this Agreement the Unit A member is not able to secure a permanent position by May 15, 2026, they will be considered an involuntary transfer under the provisions of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B as then in effect.

7. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree for those general education classroom cohorts at the Martin Luther King, Jr. School, King Open School and the SEI classrooms at the Tobin Montessori School where there are more than five (5) Kennedy Longfellow students assigned at a grade level for the 2025-2026 school year, all Unit A members, who are classroom teachers and who are assigned to these general education classroom grade level cohorts at the Martin Luther King Jr. School, King Open School and the SEI classrooms at the Tobin Montessori School will receive a one-time stipend of \$1,000.00 (one thousand dollars) for family conferences held with the caregivers of these students payable in May of 2026. Such stipend is non-pensionable. Such family conferences are to be held in September, October, December of 2025 and February and April of 2026. The parties acknowledge and agree that these family conferences are in addition to the family conferences currently set forth in the current collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B. The parties further acknowledge and agree that the time spent during these additional family conferences shall be no more than fifteen (15) hours over the course of the 2025-2026 school year.

In other schools within the Cambridge Public Schools district that receive any Kennedy Longfellow students for the 2025-2026 school year, there will be a single staff



member assigned at the school to support additional family engagement activities, including but not limited to, family engagement activities including former Kennedy Longfellow students. This single staff member will receive a one-time stipend of \$1,000.00 (one thousand dollars) for this work payable in May of 2026. Such stipend is non-pensionable.

Additionally, there will be four (4) times during the course of the 2025-2026 school year when the Cambridge Public Schools will host meetings for caregivers of students of the former Kennedy Longfellow School and former Kennedy Longfellow School staff who are members of the CEA to discuss aggregate student data results with respect to the transition of these students to their new schools.

8. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that there will be two (2) non-academic events at the Martin Luther King, Jr. School, King Open School and Tobin Montessori School held during the school day for students from the Kennedy Longfellow School that are being assigned to one of these schools. These events will be held during the spring of 2025. The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that there also will be two (2) out-of-school-time events at the Martin Luther King, Jr. School, King Open School and Tobin Montessori School for the purposes of bringing students and caregivers from the Kennedy Longfellow School and students and caregivers at each of the receiving schools together. These events will be held during the spring of 2025 and the fall of 2025. The parties acknowledge and agree that service agreements will be posted and paid for the planning of these events and the work under these service agreements will be paid at the contractual rates of the individuals hired pursuant to the service agreements.

9. After it has conducted a needs analysis, the Cambridge Public Schools may for the 2025-2026 school year allocate additional Unit A and/or Unit E positions to schools receiving former Kennedy Longfellow School students. These positions may include classroom teachers, specialists interventionists, paraprofessionals, social workers, guidance counselors and/or coaches as is determined by the Cambridge Public Schools in its sole discretion. It is understood and agreed between the Cambridge School Committee and the Cambridge Education Association that the Cambridge School Committee and the Cambridge Public Schools retains its managerial authority, including its managerial authority with respect to any determination regarding staffing levels at any schools and no provision in this Agreement shall be deemed to derogate from or impair any power, right or duty heretofore possessed by the Cambridge School Committee and/or Cambridge Public Schools. Further stating, the Cambridge Education Association agrees that this provision will not be grievable nor arbitrable under the terms of the collective bargaining agreements between the Cambridge School Committee and the Cambridge Education Association Units A&B or this Agreement.

10. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the three (3) receiving schools - Martin Luther King, Jr. School, King Open School and Tobin Montessori School – each will receive an allocation of \$5,000.00 (five thousand dollars) to be used for community building activities in the fall of 2025 for students, caregivers and staff. Additionally, the



Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the three (3) receiving schools - Martin Luther King, Jr. School, King Open School and Tobin Montessori School – also each will receive an allocation of \$5,000.00 (five thousand dollars) to be used for community building activities in the fall of 2025 for staff.

11. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit A members assigned to one of the three (3) receiving schools - Martin Luther King, Jr. School, King Open School and Tobin Montessori School may attend at least one faculty meeting and/or professional development session at their receiving school during the current 2024-2025 school year and shall be released from faculty meetings and/or professional development meetings at the Kennedy Longfellow School in order to do so. Prior notification must be provided to the principal of the Kennedy Longfellow School and the principal of the receiving school.

12. Crates will be available to members for packing prior to Monday, June 2, 2025. Crates will be delivered to the relocated classroom prior to Monday, August 18, 2025 and teachers will have access from that day forward on a schedule agreed to by the school principal.

13. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that each Unit A and Unit B member currently assigned to the Kennedy Longfellow School will be paid a one-time payment of \$1750.00 (one thousand seven hundred fifty hundred dollars) for activities including the packing, moving and set up of classrooms, as well as for the time required to understand and adjust to their new professional communities if the unit member's full time equivalency (FTE) is .6 or above. If the unit member's full-time equivalency is .5 or below they will be paid a one-time payment of \$875.00 (eight hundred seventy-five dollars) except in extraordinary circumstances as agreed to by the parties separately in writing. Such payment to be paid in two equal installments. The first payment to be paid in July 2025 and the second payment to be paid in October 2025, if the CEA member is at that point in time an employee of the Cambridge Public Schools. Such payment is not pensionable. The parties acknowledge and agree that the provisions of paragraph 7 of this Agreement does not apply to staff at the Vassal Lane Upper School, which is currently housed within the Kennedy Longfellow School. The parties further acknowledge and agree that the packing up of classrooms at the Kennedy Longfellow School must be completed by no later than July 20, 2025.

The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that each Unit E and Unit C member and building substitute, who is a member of Unit D, currently assigned to the Kennedy Longfellow School, shall be paid a stipend of \$500.00 (five hundred dollars) for work associated with the closure including the time required to understand and adjust to their new professional communities. Such payment to be paid in two equal installments. The first payment to be paid in July 2025 and the second payment to be paid in October 2025. Such payment is not pensionable.

14. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit C and E members and building substitutes,



who are members of Unit D, currently assigned to the Kennedy Longfellow School, who, with prior approval of the principal, are supporting packing, moving and set of classrooms shall be compensated at their hourly rate for any time spent outside of regular work hours packing or unpacking and shall be paid overtime should they work more than forty (40) hours in any given week in connection with their supporting of the packing, moving and set up of classrooms. The parties acknowledge and agree that the provisions of this paragraph 14 of this Agreement does not apply to staff at the Vassal Lane Upper School, which is currently housed within the Kennedy Longfellow School. The parties further acknowledge and agree that the packing up of classrooms at the Kennedy Longfellow School must be completed by no later than July 20, 2025.

15. The Cambridge School Committee and Cambridge Education Association acknowledge and agree that Unit A members in other buildings that must pack up and move their classroom or office to a new building as a result of the Kennedy Longfellow Closure (including moving preschool classrooms to the Longfellow Building) shall receive a stipend of \$1250.00 (one thousand two hundred fifty dollars). This payment shall be paid in October 2025. Such payment is not pensionable.

16. The Cambridge School Committee and Cambridge Education Association acknowledge and agree that Unit C and E members and building substitutes, who are members of Unit D, in other buildings that must pack up and move their classroom or office to a new building as a result of the Kennedy Longfellow School closure (including moving preschool classrooms to the Longfellow Building) who, with prior approval of their school principal, are supporting packing, moving and set up of classrooms shall be compensated at their hourly rate for any time spent outside of regular work hours packing or unpacking and shall be paid overtime should they work more than forty (40) hours in any given week in connection with their supporting of the packing, moving and set up of classrooms.

17. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that members of Unit A who are assigned to one of the three (3) receiving schools - Martin Luther King, Jr. School and King Open School and Tobin Montessori School – and who have to share their classroom with an afterschool program in the 2025-2026 school year will be provided with a workspace afterschool and lockable storage unit within their classroom. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that prior to the provision of the lockable storage unit and workspace afterschool that the principal will consult with the Unit A member regarding the lockable storage unit and workspace afterschool. The type of lockable storage unit and workspace afterschool shall be determined in the sole discretion of the Cambridge Public Schools.

18. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that should a member of CEA Unit A, B, C or E or a building substitute who is a member of Unit D, who is currently assigned to the Kennedy Longfellow School and who had their position terminated as result of the closure return to employment in the Cambridge Public Schools during the period of September 1, 2025 through September 30, 2026 for the purposes of Professional Teacher Status for Unit A and Just and Good Cause protections in Article 7 section E of the Unit E collective



bargaining agreement between the Cambridge School Committee and Cambridge Education Association, as then in effect, the unit member's employment will be considered continuous. The parties further acknowledge and agree that only the school years in which the member worked for the Cambridge Public Schools or was on a protected leave for at least 175 days will be counted in making this determination as to years of service. This shall mean, by way of example, that if a Unit A member had previously achieved Professional Teacher Status, they will be granted Professional Teacher Status upon their rehire to the Cambridge Public Schools during this limited time period, or if a Unit A member had two years previous continuous experience in the Cambridge Public Schools, that they will upon their rehire to the Cambridge Public Schools during this limited time period be considered to be in their third year of employment with the Cambridge Public Schools.

19. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the Cambridge Public Schools shall separately consult with the Cambridge Education Association and fulfill any potential bargaining obligations during the period of March 2025 through September 2025 regarding the potential implications associated with sharing classroom space with afterschool programs.

20. Recognizing that the Cambridge Public Schools Controlled Choice policies were a contributing factor to the circumstances giving rise to the closure of the Kennedy Longfellow School, the Cambridge School Committee will direct the Superintendent to undertake a formal review of the Controlled Choice policies prior to the conclusion of the 2025-2026 school year. As part of this review, the Superintendent or designee will convene at least two public forums at which representatives from the CEA will be invited to participate in the discussion about the history and future of the Controlled Choice policies and school assignment system. Following both public forums and at the culmination of the formal review, the Superintendent will publicly present to the Cambridge School Committee a report on the findings of this review.

21. Nothing in this Agreement shall be interpreted or construed to mean that the Cambridge School Committee and the Cambridge Public Schools does not have the right to reduce positions, assign, reassign or transfer staff in a manner consistent with the provisions of M.G.L.c. 150E and the applicable collective bargaining agreements between the parties or its statutory rights and obligations to establish educational goals and policies. Further stating, nothing in this Agreement shall be interpreted or construed to undermine the authority and rights of the Superintendent, including rights with respect to staff and rights under M.G.L.c. 71, §§41 and 42.

22. The Cambridge Education Association and the Cambridge School Committee agree that this Agreement shall not be considered to have established a precedent and shall not be used by either party for any reason in any other proceeding, except one to enforce the terms of this Agreement.

23. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that in the event that there is a conflict between the provisions of this Agreement and the provisions of the collective bargaining agreements between the Cambridge School Committee and the Cambridge Education Association



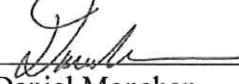
Units A&B, C, D and E, then the provisions of this Agreement shall govern.

24. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that bargaining obligations regarding the subjects addressed in this Agreement, which address the impacts associated with the Kennedy Longfellow School closure, have been completed and are resolved by this Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representative as of the date set forth above.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE

  
\_\_\_\_\_  
Daniel Monahan  
President

\_\_\_\_\_  
Katherine Christo  
Executive Secretary

Date: 3/24/2025

Date: \_\_\_\_\_

Order Number: \_\_\_\_\_

CITY OF CAMBRIDGE

\_\_\_\_\_  
Yi-An Huang  
City Manager Approved as to

Approved as to Form:

\_\_\_\_\_  
Megan B. Bayer, Esq.  
City Solicitor