



April 1, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Memorandum of Agreement between the Cambridge School Committee and Cambridge Professional Safety Specialists Association for a successor collective bargaining agreement for the period of July 1, 2024 through June 30, 2026

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee (the "Committee") and Cambridge Professional Safety Specialists Association for a successor collective bargaining agreement for the period of July 1, 2024 through June 30, 2026, which was ratified by members of the bargaining unit.

Description: The language of the July 1, 2021 through June 30, 2024 collective bargaining agreement shall continue in the successor collective bargaining agreement with the modifications detailed in the attached document including:

Elimination of Agency Fee language in Article 5

Delete reference to "Elementary Security Contact Specialist" in Article 7

Add a sentence to Section G of Article 7 that: "Incumbent members of the bargaining unit applying to positions considered to be promotional opportunities shall be entitled to good faith consideration of their candidacies and, an interview with the Chief Operating Officer or Director of Safety prior to any interviews being held with external candidates for the same position. All interviews may be held on the same day at the discretion of the Chief Operating Officer or Director of Safety."

Inclusion in Section A of Article 8 a provision regarding a scheduling pilot program regarding shifts, breaks and lunch breaks

Delete references to 10-month employees in Section F of Article 8

Add one week of vacation to employees at year 11, meaning five weeks of vacation upon completion of year 11 of service in Section H of Article 8.

Insert a new paragraph in Article 8 that provides: "Minimum of two safety specialists will be assigned to staff an event with capacity of 150 or more attendees, unless it is

a routine event with less than 300 attendees that, in the estimation of the Director, does not warrant additional staffing in which case the Director will consult with the Senior Supervisor before making a final determination.”

Elimination of provision in Section 4 of Article 21 that all employees be placed at Step 1 at time of hire

Entry into a side letter regarding a one-time only review of the salary placements for current bargaining unit members on Steps 1 through 5

Elimination of provision in Subsection 2 of Section A of Article 19 that the last day of personal leave shall be deducted from sick leave

Inclusion of a new Section F in Article 19 providing for paid parental leave

Inclusion of a new subsection 6 to Section D of Article 8 that provides: “In any instance in which three or more safety specialists are assigned to work a specific event or activity, a meeting will be held between the Director of Safety and Security and Senior Safety Specialist to determine who the supervisor-in-charge will be for the specific activity or event. In the event, in the district’s determination, a specific individual or supervisor-in-charge is not equipped or qualified to function as the de facto supervisor of the safety specialists at said event, the Senior Safety Specialist shall be given the opportunity to work at the activity or event for the purpose of functioning as the supervisor or safety specialists at that event.”

Increase annual vehicle allowance set forth in Article 30 to \$900.00 (nine hundred dollars) for Safety Specialists who each year apply for and are selected by the Director of Safety to be regularly available and on call during regular work hours for assigned duties

Inclusion of a new Multilingual Fluency Stipend of \$2,500.00 (two thousand five hundred dollars) for all members who are verified to be qualified to receive the stipend for multilingual proficiency in one (1) of the six (6) most commonly used languages in the Cambridge Public School other than English

Replace Section B of Article 29 with a new provision providing that Safety Specialists will be eligible for a maximum tuition reimbursement amount of \$2,000.00 (two thousand dollars) per individual per contract year for job related educational courses. To be eligible for reimbursement for the course, prior approval by the unit member’s supervisor and the Superintendent’s designee shall be required and a final course grade of at least a “B-” shall be required unless a course is only offered “Pass/Fail” in which case a “passing” grade shall be required. The total reimbursement pool amount shall not exceed \$8,000.00 (eight thousand dollars) per year.

Add a new Section G to Article 24 which provides:

While the parties expressly acknowledge the members of the Safety and Security Department will periodically need to execute job responsibilities beyond the campuses of the Cambridge Public Schools, including but not limited to, determinations of residency of students enrolled within the City of Cambridge consistent with G.L. c. 76 § 5, bargaining unit members shall not be expected nor permitted to enter upon the private residences in the execution and conduction of their duties. It is understood that situations requiring the entering of private dwellings or residences shall be beyond the scope of responsibility assigned to individual safety specialists. This provision does not apply to Article 8, Section F of the collective bargaining agreement with respect to home visits for the purposes of residency verification, delivery of letters to students or their parents/guardians of students and similar purposes related to the responsibilities of the Security Department.

During the 2024-2025 school year all safety specialists shall receive a mandatory training of at least six (6) hours provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. Additionally, all newly hired safety specialists shall receive a mandatory training of at least six (6) hours provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. Such mandatory training shall cover how to safely perform duties off campus, including but limited to in non-school buildings. Effective July 1, 2025 and continuing thereafter all safety specialists shall receive a minimum of two (2) hours of mandatory training provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. The preceding sentence shall not apply to professional development and training opportunities offered pursuant to the provisions of Article 29, Section C of this collective bargaining agreement. All safety specialists who have received such training will be expected to work in non-school buildings. No safety specialist who has not completed such training will be expected to work in a non-school building until such time as they have completed such training.

Safety specialists shall not be required to go behind buildings.

The District shall indemnify Safety Specialists for any incidents that occur off campus or in non-school buildings that occur within the scope of the Safety Specialist's professional duties, which shall include liability for any potential personal harm, harm of others and/or property damage, pursuant to and subject to the provisions of M.G.L.c. 258. The District shall provide Workers' Compensation insurance coverage for any incidents that occur off campus or in non-school buildings within the scope of the Safety Specialist's professional duties, pursuant to M.G.L.c. 152. Indemnification and Worker's Compensation insurance coverage is available provided that the incident is promptly and fully reported to the Superintendent and Director of Safety and Security and there is full cooperation of the Safety Specialist with the Superintendent and Office of the City Solicitor and/or any other governmental entity should legal action be

necessary. The City Solicitor will decide all issues of interpretation and application of this provision.

Assignments outside of school buildings shall be limited in scope to residency checks, the redirecting of students to return to school, de-escalations, as well as identifying unsafe situations and communicating said situations to school administrators and/or public safety officials and similar purposes related to responsibilities of the Security Department. Situations involving individuals outside of the school community will generally be elevated to building administrators and public safety officials.

Each year the District shall provide to all members a detailed map of what areas of Cambridge are deemed on or associated with the campuses of the Cambridge Public Schools prior to the start of the school year so that Safety Specialists know the area within which they may be expected to perform their duties. This provision shall not prevent Safety Specialists from performing duties described in Article 8, Section F.

Add a new Section H to Article 14 which provides that:

The School Department will ask the Traffic Commissioner and City Manager in coordination with the Environmental Protection Agency to issue parking permits to members of the bargaining unit on an annual basis. If such permission is granted by the Traffic Commission and City Manager then, prior to August 1st preceding each new school year, the Chief Operating Officer shall provide to the City of Cambridge a listing of all members of the bargaining unit as well as their drivers' registration information and any other information necessary to procure citywide parking permitting authorization for the impending school year.

The Chief Operating Officer will also attest to the necessity of the members of the bargaining unit's authorization to park their respective vehicles in residential areas designated by the City of Cambridge due to the core job duties of the Safety Department transcending school communities and requiring the efficient movement across neighborhoods throughout Cambridge over the course of the year.

Revise the language in Article 32 to clarify that the common outfit for school athletic events shall state "CPS Safety Specialists", and that a common outfit and district-issued credential will be work for both indoor and outdoor school athletic events and that during the 2025-2026 school year there will be a joint labor management meeting for the purpose of discussing the common outfit

Add a new Section C to Article 29 which provides that the Director, after consultation with the Union, will publish a schedule of professional development and training opportunities to be completed by Safety Specialists focusing on social emotional best practices, building community facing relationships, Narcan use and other mutually determined subjects relevant to the work of the Safety Specialists. The programming will also include specific training related to protocols when Safety

Specialists are deployed to areas other than school buildings. These training will occur during summer, school vacation periods or during school year professional development days, will consist of 10 hours of training during the first fiscal year in which the successor agreement is in effect, and 20 hours of training in the second year of this agreement, respectively. Effective within ninety days of ratification of this agreement, Safety Specialists will be compensated with a one-time \$1000 (one thousand dollar) stipend. Effective July 1, 2025, the stipend for completion of this training will be \$1800 (one thousand eight hundred dollars).

Inclusion of a T-pass reimbursement of up to 65% of a cost of a "T" pass, up to a maximum of \$265.00 (two hundred sixty-five dollars) per month. Effective after ratification of contract, increase of the "T" pass reimbursement of up to 75% of the cost of a "T" pass, up to a maximum of \$300 (three hundred dollars) per month. Effective after ratification of contract, in order to access this benefit, members will need to use the payroll deduction process.

Effective after ratification, the Employer shall offer bike sharing memberships to unit members on the same basis that the Employer and City of Cambridge offer their non-union employees. While retaining the right to change the terms of the program at any time, the Employer/City of Cambridge currently provides the employees with free annual members to Hub Way/Blue Bikes.

Revise the third sentence of Section E of Article 8 to increase the amount paid per home visit outside of regular working hours to \$100.00 (one hundred dollars) per home visit.

Revise subsection 5 of Section D of Article 8 to provide that the pay for Senior Safety Specialist – CRLS for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week for outside user permit details shall be at time and a half for outside user detail rate Mondays through Saturdays and double time for Sundays and Holidays.

Contract Clean Up

Two Year Agreement – 7/1/24-6/30/26

3% base wage increase effective September 1, 2024

3.5% base wage increase effective September 1, 2025

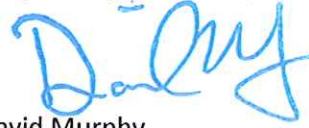
Funding for this agreement is to be made from the School Department budget. The financial costs for the settlement are as follows:

Year 1 (FY25): \$75,045

Year 2 (FY26): \$56,034

Supporting Data: Tentative Agreement between the Cambridge School Committee
and Cambridge Professional Safety Specialists Association.

Respectfully submitted,



David Murphy,
Interim Superintendent of Schools

**Memorandum of Agreement between
the Cambridge School Committee and
the Cambridge Professional Safety Specialists Association**

This memorandum of agreement is entered into between the Cambridge School Committee (hereinafter “Committee”) and the Cambridge Professional Safety Specialists Association (hereinafter “Safety Specialists”) (hereinafter collectively referred to as “Parties”) as of February 12, 2025 for a collective bargaining agreement to be effective from July 1, 2024 to June 30, 2026, which shall be a successor collective bargaining agreement to the collective bargaining agreement between the Committee and the Safety Specialists for the period of July 1, 2021 to June 30, 2024. This memorandum of agreement is subject to ratification by both the Safety Specialists and the Committee.

NOW THEREFORE, the Committee and the Safety Specialists agree as follows:

The language of the July 1, 2021 to June 30, 2024 collective bargaining agreement shall continue in the successor agreement except as modified below.¹

I. Language Proposals

1. Article 5 Agency Fee

Revise this Article as follows:

~~The Committee agrees to required (during the term of the Agreement) that all employees covered by this Agreement except those employees certified to the Committee by the Association as being members of the Association, as of the thirtieth (30th) day of such employment or the thirteenth (30th) day after the effective date of this Agreement, whichever is later, pay to the Association a service fee.~~ This provision is contingent upon compliance by the Association with all of the requirements, including ratification requirements, set forth in the Massachusetts General Laws. **The Association further agrees as a condition of this provision to admit to membership any members of the bargaining unit who may apply for membership and to indemnify and save the School Committee harmless for any action it may take pursuant to this provision, including any claims made against it by any employee, or group of employees.**

2. Article 7

Section G

Delete reference to “Elementary Security Contact Specialist

3. Article 7

Section G

¹ Bold text indicates new language being inserted and strikethrough of text indicates language being deleted.

Add sentence: **Incumbent members of the bargaining unit applying to positions considered to be promotional opportunities shall be entitled to good faith consideration of their candidacies and, an interview with the Chief Operating Officer or Director of Safety prior to any interviews being held with external candidates for the same position. All interviews may be held on the same day at the discretion of the Chief Operating Officer or Director of Safety.**

4. Article 8 Working Hours/Year

Section A

Insert the following paragraph at the end of Section A of Article 8 as follows:

For the period of July 1, 2024 through June 30, 2026, the parties agree to implement the scheduling pilot program set forth below. This pilot program sunsets on June 30, 2026 unless the parties mutually agree to extend the pilot program in the successor collective bargaining agreement.

The time schedule for Safety Specialists will consist of an eight (8) hour day, Monday to Friday (inclusive of a half hour lunch) in which the employee will be entitled to a fifteen (15) minute break in the first three (3) hours of the day and an additional fifteen (15) minute break in the last three hours of the day as approved by the Director of Safety. The lunch break will consist of a half (½) hour (duty free) in which the employee shall be allowed to leave the building except in case of emergencies as designated by the Director of Safety. When for emergency reasons the Director of Safety finds it necessary to require that a member of the Unit work through a lunch period, that period shall be made up at a mutually convenient time. The Superintendent or designee shall establish shifts and assign personnel. The meal break shall not be used to shorten the regular work shift. Starting times shall be between 7:00 a.m. and **10:00 a.m.** for the regular shift. The evening shift shall end at or before **6:00 p.m.** **Safety Specialists will be assigned at the discretion of the Director. A Safety Specialist's scheduled shift will not change during the course of a school year or summer, except when necessary for the health, safety or well-being of students and/or staff, All Safety Specialists will be assigned specific shifts for the school year and summer no later than August 15th of the preceding summer.**

5. Article 8

Section F

Delete references to 10-month employees.

6. Article 8

Section H

Add one week of vacation to employees at year 11, meaning five weeks upon completion of year 11 of service.

7. Article 8

Insert a new paragraph in Article 8 as follows:

A minimum of two safety specialists will be assigned to staff events with capacity of 150 or more attendees, unless it is a routine event with less than 300 attendees that, in the estimation of the Director, does not warrant additional staffing, in which case the Director will consult with the Senior Supervisor before making a final determination.

**8. Article 21 Salaries
Section 4**

Revise Section 4 of Article 21 as follows:

The salary placement of an employee shall be determined by the effective start date of the employee within the Safety Specialist Unit. All employees hired after July 1, 2024 shall be placed at no higher than step (3) of the appropriate salary schedule. ~~All employees employed within the unit after July 1, 1991, shall be placed at step one (1) of the appropriate salary schedule.~~

9. SIDE LETTER

The Cambridge School Committee and the Cambridge Professional Safety Specialists Association enter into a side letter which states the following:

No later than three months after ratification of a successor collective bargaining agreement by both parties and upon a request of the employee within this same ninety (90) day time period, the Office of Human Resources will agree to a one-time only review of the salary placements for current bargaining unit members on Steps 1 through 5. The Committee will notify the Union of the start of the review, and when the review is complete, share findings with the Union president as well as with any employee who requests a review. The parties agree that no unit member will have a reduction in their current step placement as a result of this review. In the event that there is a step adjustment as a result of the review, the payment shall be retroactive to July 1, 2024.

It is expressly understood by the parties that the determination of appropriate placement on the salary schedule as part of this review may be grievable but shall not be subject to arbitration provisions of this collective bargaining agreement. This side letter sunsets three months after the ratification of the successor collective bargaining agreement by both parties.

**10. Article 19 Leaves of Absence
Section A (2)**

Revise Subsection 2 of Section A of Article 19 as follows:

Three (3) days personal leave may be granted subject to the approval of the Superintendent whose approval will not be unreasonably withheld. Application for personal leave will be made at least twenty-four (24) hours before taking such leave

(except in case of emergencies). ~~The last one (1) day of said leave shall be deducted from sick leave allowed under Article 17.~~ Subject to exceptions by the Superintendent, no personal leave shall be requested or granted for the day immediately preceding or immediately following a holiday or a vacation period. Personal leave shall be granted for the purpose of transacting or attending to personal affairs and situations over which the applicant has no control.

11. Article 19 Leaves of Absence

Section F Parental Leave

Insert a new subsection 5 to the current Section F which states the following:

The School Committee agrees to abide by State Law and Massachusetts Commission Against Discrimination (“MCAD”) guidelines with reference to parental leave. All members of the bargaining unit 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 members of the bargaining unit 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. Bargaining unit members 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 Executive Director of Human Resources.

12. Article 8 Working Hours/Year New subsection 6 to Section D Overtime

Add a new subsection 6 to Section D of Article 8 which states the following:

In any instance in which three or more safety specialists are assigned to work a specific event or activity, a meeting will be held between the Director of Safety and Security and Senior Safety Specialist to determine who the supervisor-in-charge will be for the specific activity or event. In the event, in the district’s determination, a specific individual or supervisor-in-charge is not equipped or qualified to function as the de facto supervisor of the safety specialists at said event, the Senior Safety Specialist shall be given the opportunity to work at the

activity or event for the purpose of functioning as the supervisor or safety specialists at that event.

13. Article 30 Reimbursement for Use of Personal Vehicle

Revise the first two sections of Article 30 as follows:

The Committee agrees to pay the following amounts to members of the unit who are required to use their personal motor vehicles in the performance of their duties:

~~1. An annual vehicle allowance payment of \$850, payable twice a year in December and June to employees classified as Bilingual Liaison Coordinators who are required to regularly use their personal motor vehicle in the performance of their duties.~~

An annual vehicle allowance payment of ~~\$725~~ **\$900.00 (nine hundred dollars)**, payable twice a year in December and June, for ~~up to six (6)~~ Safety Specialists who each year apply for and are selected by the Director of Safety to be regularly available and on call during regular work hours for assigned duties at various elementary schools and Upper Schools, delivery of notices to students' homes, residency verifications, and similar duties outside of their regular assignments at Cambridge Rindge & Latin School, requiring the use of their personal vehicles. The selection of individuals for these duties shall be at the discretion of the Director of Safety and shall not be grievable.

Safety specialists who are selected to receive an annual vehicle allowance payment will not be eligible to apply for a T-pass reimbursement during the same annual time period.

14. Article 8 Working Hours/Year

Add a new section to Article 8 which states as follows:

Multilingual Fluency Stipend

Effective within one week of the ratification of tentative agreement by both parties, the administration will issue a Request for Multilingual Stipend form to all members of the Cambridge Professional Safety Specialists Association for school year 2024-2025. Upon completion of this form by a Safety Specialist, the Office of Human Resources will verify the unit member's multilingual proficiency in one (1) of the six (6) most commonly used languages in the Cambridge Public Schools other than English with their supervisor, which shall not include any additional oral, written or other assessment of the member's proficiency beyond previous knowledge of the supervisor or verbal assertion by the member. Upon verification of the unit member's multilingual proficiency by the unit member's supervisor, the unit member shall be paid a one-time stipend of \$2,500.00 (two thousand five hundred dollars). The Committee and the Safety Specialists acknowledge and agree that until the implementation of the school department's designated assessment members of the Safety Specialists who qualified for the stipend as detailed above will continue to be paid the stipend, and that any newly hired unit member may seek to qualify for the stipend in accordance with the

procedures set forth above.

Effective starting during the 2025-2026 school year, Safety Specialists who have passed a school department designated assessment and have been determined to be fluent/proficient in one (1) of the six (6) most commonly used languages in the Cambridge Public Schools other than English shall be paid a stipend of \$2500.00 (two thousand five hundred dollars). The Committee and the Safety Specialist acknowledge and agree that for those unit members that qualify for the multilingual stipend after completing the school department's designated assessment shall have the stipend of \$2,500 (two thousand five hundred dollars) added to their record and paid out in increments over the course of the school year and each subsequent year. Additionally, the Committee and Safety Specialists acknowledge and agree that any unit member whose supervisor verified their fluency during the 2024-2025 school year will need to participate in taking a one-time school department designated assessment during the 2025-2026 school year once the school department has implemented the school department's designated assessment to determine their continued eligibility for this stipend for the 2025-2026 school year and beyond. The Committee and the Safety Specialists further acknowledge and agree that continued eligibility for this stipend is also based upon the unit member's verified language of fluency continuing to be one (1) of the six (6) most commonly used languages other than English in the Cambridge Public Schools.

15. Article 29 Professional Development

Delete Section B of Article 29 and insert the following in its place:

Effective July 1, 2024, Safety Specialists will be eligible for tuition reimbursement for job related educational courses. The maximum amount of the reimbursement will be \$2,000.00 (two thousand dollars) per individual per contract year. To be eligible for reimbursement for the course, prior approval by the unit member's supervisor and the Superintendent's designee shall be required and a final course grade of at least a "B-" shall be required unless a course is only offered "Pass/Fail" in which case a "passing" grade shall be required. The total reimbursement pool amount shall not exceed \$8,000.00 (eight thousand dollars) per year.

16. Article 24 General Add a New Section G

Add a new Section G to Article 24 which states as follows:

While the parties expressly acknowledge the members of the Safety and Security Department will periodically need to execute job responsibilities beyond the campuses of the Cambridge Public Schools, including but not limited to, determinations of residency of students enrolled within the City of Cambridge consistent with G.L. c. 76 § 5, bargaining unit members shall not be expected nor permitted to enter upon the private residences in the execution and conduction of their duties. It is understood that situations requiring the entering of private dwellings or residences shall be beyond the scope of responsibility assigned to

individual safety specialists. This provision does not apply to Article 8, Section F of the collective bargaining agreement with respect to home visits for the purposes of residency verification, delivery of letters to students or their parents/guardians of students and similar purposes related to the responsibilities of the Security Department.

During the 2024-2025 school year all safety specialists shall receive a mandatory training of at least six (6) hours provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. Additionally, all newly hired safety specialists shall receive a mandatory training of at least six (6) hours provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. Such mandatory training shall cover how to safely perform duties off campus, including but limited to in non-school buildings. Effective July 1, 2025 and continuing yearly thereafter all safety specialists shall receive a minimum of two (2) hours of mandatory training provided by the district outside of the safety specialists regular work schedule for which they will be compensated at their overtime hourly rate. The preceding sentence shall not apply to professional development and training opportunities offered pursuant to the provisions of Article 29, Section C of this collective bargaining agreement. All safety specialists who have received such training will be expected to work in non-school buildings. No safety specialist who has not completed such training will be expected to work in a non-school building until such time as they have completed such training.

Safety specialists shall not be required to go behind buildings.

The District shall indemnify Safety Specialists for any incidents that occur off campus or in non-school buildings that occur within the scope of the Safety Specialist's professional duties, which shall include liability for any potential personal harm, harm of others and/or property damage, pursuant to and subject to the provisions of M.G.L.c. 258. The District shall provide Workers' Compensation insurance coverage for any incidents that occur off campus or in non-school buildings within the scope of the Safety Specialist's professional duties, pursuant to M.G.L.c. 152. Indemnification and Worker's Compensation insurance coverage is available provided that the incident is promptly and fully reported to the Superintendent and Director of Safety and Security and there is full cooperation of the Safety Specialist with the Superintendent and Office of the City Solicitor and/or any other governmental entity should legal action be necessary. The City Solicitor will decide all issues of interpretation and application of this provision.

Assignments outside of school buildings shall be limited in scope to residency checks, the redirecting of students to return to school, de-escalations, as well as identifying unsafe situations and communicating said situations to school administrators and/or public safety officials and similar purposes related to responsibilities of the Security Department. Situations involving individuals

outside of the school community will generally be elevated to building administrators and public safety officials.

Each year the District shall provide to all members a detailed map of what areas of Cambridge are deemed on or associated with the campuses of the Cambridge Public Schools prior to the start of the school year so that Safety Specialists know the area within which they may be expected to perform their duties. This provision shall not prevent Safety Specialists from performing duties described in Article 8, Section F.

17. Article 14 General

Add a new Section H which states as follows:

The School Department will ask the Traffic Commissioner and City Manager in coordination with the Environmental Protection Agency to issue parking permits to members of the bargaining unit on an annual basis. If such permission is granted by the Traffic Commission and City Manager then, prior to August 1st preceding each new school year, the Chief Operating Officer shall provide to the City of Cambridge a listing of all members of the bargaining unit as well as their drivers' registration information and any other information necessary to procure citywide parking permitting authorization for the impending school year.

The Chief Operating Officer will also attest to the necessity of the members of the bargaining unit's authorization to park their respective vehicles in residential areas designated by the City of Cambridge due to the core job duties of the Safety Department transcending school communities and requiring the efficient movement across neighborhoods throughout Cambridge over the course of the year.

Non-Contractual Note: The parties acknowledge that parking permits were issued during the 2024-2025 school year.

18. Article 32 Common Outfit for School Athletic Events

Revise the language of Article 32 as follows:

For school athletic events, safety specialists shall wear a common outfit which states that they are "CPS Safety Specialists." Such outfits will be determined by the Cambridge Public Schools with input and advise from safety specialists.

Effective the start of the school year 2025-2026, Cambridge Public Schools will convene a joint labor-management meeting specifically for the purpose of discussing the common outfit that safety specialists will be expected to wear pursuant to Article 32 of this agreement no less than one time per calendar year. The parties agree that such common outfit shall state "CPS Safety Specialist." Members of the bargaining unit will be afforded the opportunity to contribute to the development and determination of said common outfit. In the absence of such a meeting, safety

specialists will be expected to adhere to requirements of Article 32 until such time as a meeting to discuss the common outfit shall occur.

Common outfits and a district-issued credential will be worn for both indoor and outdoor school athletic events. If the common outfit is lost, the employee will bear the cost of obtaining a replacement common outfit. If the common outfit is damaged, the Cambridge Public Schools will bear the cost of providing a replacement common outfit.

19. *Non-contractual note: Key Dissemination Meeting:*

Prior to the start of school year 2025-2026, the Chief Operating Officer and/or designee, will convene a meeting with the Director of Safety and Security, the Senior Safety Specialist, and any other members of the bargaining unit as determined by the president of the Association, to discuss the district's plan with respect to dissemination and management of the hard copy keys of the King Open/Cambridge Street Upper School/Berkshire Street Building campus as well as the Russell Athletic Field Complex.

It is understood that while the work of safety specialists may periodically involve the production, dissemination, and management of hard copy keys to CPS facilities, the safety specialists shall not be considered the primary or default custodians or administrators of district hard copy key facilitation.

20. Article 29

Add a new Section C to Article 29 which states as follows:

Prior to January 1, 2025, the Director after consultation with the Union, will publish a schedule of professional development and training opportunities to be completed by Safety Specialists focusing on social emotional best practices, building community facing relationships, Narcan use and other mutually determined subjects relevant to the work of the Safety Specialists. The programming will also include specific training related to protocols when Safety Specialists are deployed to areas other than school buildings. These training will occur during summer, school vacation periods or during school year professional development days, will consist of 10 hours of training during the first fiscal year in which the successor agreement is in effect, and 20 hours of training in the subsequent years of this agreement, respectively. Effective within ninety days of ratification of this agreement, Safety Specialists will be compensated with a one-time \$1000 (one thousand dollar) stipend. Effective July 1, 2025, the yearly stipend for completion of this training will be \$1800 (one thousand eight hundred dollars).

***Non-Contractual Note:* The parties agree that for purposes of the 2024-2025 school year that all Safety Specialists have already completed said training program.**

II. Economic Proposals

21. Article 21 Salaries

Create new Salary Schedules to reflect salary increase of as of July 1, 2024, and another salary increase as of July 1, 2025:

Year One	July 1, 2024 – 3%
Year Two	July 1, 2025 – 3.5%

Should during the life of this contract any City or school department unit reach voluntary agreement with the City for a general across the board base wage increase greater in percentage than that provided to this Union, then the City/School Department and the Union agree to reopen the contract for the limited purpose of discussing base wages.

See Attachment A.

22. Article 22 MBTA Pass

Change title of Article to **MTBA Pass and Bike Sharing Memberships**

Delete current language of Article 22 in its entirety and insert the following in its place:

The school department shall reimburse each member of the bargaining unit who purchases one, up to 65% of a cost of a “T” pass, up to a maximum of \$265.00 (two hundred sixty-five dollars) per month.

Effective after ratification of contract, the school department shall reimburse each member of the bargaining unit who purchases one, up to 75% of the cost of a “T” pass, up to a maximum of \$300 per month.

Effective after ratification of contract, in order to access this benefit, members will need to use the payroll deduction process.

Note: This benefit will include members who purchase a Commuter Rail “T” pass and members will be allowed to suspend payroll deduction as needed.

Effective after ratification, the Employer shall offer bike sharing memberships to unit members on the same basis that the Employer and City of Cambridge offer

their non-union employees. While retaining the right to change the terms of the program at any time, the Employer/City of Cambridge currently provides the employees with free annual members to Hub Way/Blue Bikes.

23. Article 8 Section E

Revise the third sentence of Section E of Article 8 to read as follows:

Effective July 1, ~~2018-2024~~, for each successfully completed assigned home visit outside of regular working hours, a unit member shall be compensated the amount of ~~\$60.00 (sixty dollars)~~ \$100.00 (one hundred dollars) per home visit.

24. Article 8, Working Hours, Section D Subsection 5 Overtime

Revise subsection 5 of Section D of Article 8 to read as follows:

~~Effective July 1, 2018 there shall be an outside user paid detail rate for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week associated with outside user permit details, the outside user paid detail rate shall be \$51.00 for Mondays through Saturdays and \$68.00 for Sundays and Holidays. Effective July 1, 2020 the outside user paid detail rate shall be increased to \$53.00 for Mondays through Saturdays and \$70.00 for Sundays and Holidays. Additionally, effective July 1, 2018 there shall be an outside user paid detail rate for the Senior Safety Specialist – CRLS for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week associated with outside user permit details, the outside user paid detail rate shall be \$57.00 for Mondays through Saturdays and \$76.00 for Sundays and Holidays. Effective July 1, 2020 the outside user paid detail rate shall be increased to \$59.00 for Mondays through Saturdays and \$78.00 for Sundays and Holidays. Additionally, effective July 1, 2024 for the Senior Safety Specialist – CRLS for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week for outside user permit details, the pay shall be at time and a half for outside user detail rate Mondays through Saturdays and double time for Sundays and Holidays. The outside user paid detail rate for the Senior Safety Specialist – CRLS shall expire and be removed from the collective bargaining agreement when the position becomes vacant. Details shall be a minimum of three (3) hours.~~

III. Contract Clean Up

25. Adjust dates in successor collective bargaining agreement to reflect term of new CBA

26. Article 1 Recognition Clause

Delete the current Article 1 language in its entirety and insert the following in its place:

The Cambridge School Committee hereinafter referred to as "Committee" recognizes the Professional Safety Specialists Association hereinafter referred to as the "Association" for the purpose of collective bargaining as the exclusive representative of the Association consisting of all regularly appointed Professional Safety Specialists of the Cambridge School Department. The group will be known as the Professional Safety Specialists Association (P.S.S.A.).

**27. Article 8 Working Hours/Year
Section B**

Delete Section B which pertains to bilingual liaisons in its entirety and re-letter following sections.

28. Article 8 Working Hours/Year

Delete the last three sentences of Section F (language regarding Bilingual liaisons).

Make all other revisions to CBA to remove references to bilingual liaisons from collective bargaining agreement in accordance with provisions of agreement dated August 8, 2022.

29. Article 9 Holidays

Change the "15" in front of "Independence Day" to "16"

30. Article 21 Salaries

Delete Bilingual Coordinator Salary Schedules from CBA in their entirety

31. Article 34 Joint Labor/Management Committee

Change the date in this article:

The School Committee and the Safety Specialists Association agree to form a joint labor/management committee that will meet during the fall, winter and spring of the school year to discuss concerns and possible solutions related to staffing, assignment and coverage of safety specialists' starting shift times for part-time safety specialists. The joint labor management committee will consist of three members selected by the Safety Specialists Association, the Chief Operating Officer, the Director of Safety and Security and one (1) additional administrator of the Cambridge Public Schools designated by the Superintendent of Schools. The recommendations of the joint labor/management committee will be advisory to the Superintendent of Schools. This provision will expire on its own terms on June 30, ~~2021~~**2026**.

**CAMBRIDGE PROFESSIONAL
SAFETY SPECIALISTS
ASSOCIATION**

Tommy McInerney
President

Date _____

CAMBRIDGE SCHOOL COMMITTEE

Katherine Christo
Executive Secretary

Date _____

Order Number _____

CITY OF CAMBRIDGE

Yi-An Huang
City Manager

Approved as to Form:

Megan B. Bayer, Esq.
City Solicitor

ATTACHMENT A

Safety Specialist Regular Hourly Rate Schedule (in \$s)

Safety Specialist Stretch Pay 10-Month Rate Schedule (in \$s)

Based on 210 Paid Days

July 1, 2024 - 3.0% Increase

	Basic	Associate's	Bachelor's	Master's
Step 1	32.23	32.65	33.06	33.89
Step 2	33.72	34.14	34.55	35.38
Step 3	34.35	34.77	35.19	36.01
Step 4	36.62	37.04	37.45	38.28
Step 5	37.94	38.35	38.77	39.60
Step 6	39.25	39.66	40.08	40.91

	Basic	Associate's	Bachelor's	Master's
Step 1	26.04	26.38	26.71	27.38
Step 2	27.25	27.58	27.92	28.59
Step 3	27.76	28.09	28.43	29.10
Step 4	29.59	29.93	30.26	30.93
Step 5	30.55	30.99	31.33	31.99
Step 6	31.71	32.05	32.38	33.06

July 1, 2025 - 3.5% Increase

	Basic	Associate's	Bachelor's	Master's
Step 1	33.36	33.79	34.22	35.08
Step 2	34.90	35.33	35.76	36.62
Step 3	35.55	35.99	36.42	37.27
Step 4	37.90	38.33	38.75	39.62
Step 5	39.25	39.69	40.13	40.98
Step 6	40.62	41.05	41.48	42.34

	Basic	Associate's	Bachelor's	Master's
Step 1	26.95	27.50	27.65	28.34
Step 2	28.20	28.55	28.89	29.59
Step 3	28.73	29.08	29.43	30.12
Step 4	30.63	30.97	31.32	32.02
Step 5	31.72	32.07	32.42	33.11
Step 6	32.82	33.17	33.52	34.21

Twelve-Month (12-Month) Senior Safety Specialist Hourly Rate Schedule (In \$s)

July 1, 2024 - 3.0% Increase

	Basic	Associate's	Bachelor's	Master's
Step 1	37.90	38.31	38.73	39.56
Step 2	39.39	39.80	40.22	41.05
Step 3	40.02	40.44	40.85	41.68
Step 4	42.29	42.71	43.12	43.95
Step 5	43.60	44.02	44.44	45.27
Step 6	44.92	45.38	45.75	46.58

July 1, 2025 - 3.50% Increase

	Basic	Associate's	Bachelor's	Master's
Step 1	39.23	39.65	40.08	40.95
Step 2	40.77	41.20	41.63	42.49
Step 3	41.42	41.85	42.28	43.14
Step 4	43.77	44.20	44.63	45.49
Step 5	45.13	45.56	45.99	46.85
Step 6	46.49	46.92	47.35	48.21