



July 11, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy

- Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy.
- Description: This is a resolution of issues related to the terms and conditions of employment for members of Cambridge Education Association Units A, B, D and E working at the Fletcher Maynard Academy and Martin Luther King, Jr. School with respect to the expanded learning time programs at each of the schools effective as of the 2025-2026 school year.
- Supporting Data: Attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy.

Respectfully submitted,


David Murphy
Interim Superintendent of Schools

**Agreement between the Cambridge School Committee and the Cambridge Education Association
Regarding Extended Learning Time at Fletcher Maynard Academy
and the Martin Luther King, Junior School (“the Agreement”)**

This Agreement is entered into by and between the Cambridge Education Association and the Cambridge School Committee as of June _____, 2025.

WHEREAS, the School Committee has decided that the Expanded Learning Time Program will continue at the Fletcher Maynard Academy and the Martin Luther King, Jr. School in the 2025-2026 school year;

WHEREAS, the current collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, Article 5, Section B-7, Subsection 4 states, in pertinent part, that:

If, as a result of the community process in the spring and fall of 2024, the School Committee decides to keep one or both ELT schools but makes changes to the existing hours for the 2025-2026 school year, the School Committee and the CEA will bargain any effects on the terms and conditions of employment of CEA Unit A members working at the affected ELT school(s).

WHEREAS, the Cambridge Education Association and the Cambridge School Committee have met in an effort to bargain any effects on the terms and conditions of employment of CEA Units A, B, D and E members working at the Fletcher Maynard Academy and the Martin Luther King, Jr. School with respect to the expanded learning time program (“ELT”) at each of the schools effective as of the start of the 2025-2026 school year; and

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:

Work Hours

1. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that by April 18, 2025, the Cambridge School Committee shall share a list of the preliminary start and end time for each Cambridge Education Association Unit A, B and E positions and building substitute positions, who are members of Unit D, at the Fletcher Maynard Academy and Martin Luther King, Jr. School, including the union member assigned to each of these positions for the 2025-2026 school year, and that an updated list for the 2025-2026 school year will be provided to the Cambridge Education Association by no later than May 1, 2025.

2. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that effective as of the start of the 2025-2026 school year that all Unit A, D and E positions at the Fletcher Maynard Academy and Martin Luther King, Jr. School will either be Expanded Learning Time Positions or Contractual Time Positions. A listing of the Expanded Learning Time Positions and the Contractual Time Positions along with start times for these positions for the 2025-2026 school year is attached hereto as **Attachment 1**.

The Cambridge School Committee and Cambridge Education Association further acknowledge and

agree that Unit A Expanded Learning Time positions assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School shall be required to work eight hours and twenty-five minutes on days when students are in the building for eight (8) hours; that all Unit E Expanded Learning Time positions assigned to either Fletcher Maynard Academy or Martin Luther King, Jr. School shall be required to work eight hours and thirty minutes on days when students are in the building for eight (8) hours ("Expanded Learning Time Positions") or be seven hour positions ("Contractual Time Positions"). The Cambridge School Committee and the Cambridge Education Association also acknowledge and agree that building substitute positions assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School that are designated as Expanded Learning Time Positions shall be required to work eight hours and twenty-five minutes on days when students are in the building for eight (8) hours ("Expanded Learning Time Positions").

3. The student school day at the Fletcher Maynard Academy and Martin Luther King, Jr. School shall be eight (8) hours on Monday, Tuesday, Thursday and Friday and six (6) hours on Wednesday. All Unit A, D and E positions at the Fletcher Maynard Academy and Martin Luther King, Jr. School will be required to start fifteen minutes prior to the start time for students on Wednesdays given that it is an early release day for students on those days and to remain after students are dismissed on early release days to engage in professional learning in accordance with the terms of the applicable collective bargaining agreements between the Cambridge School Committee and Cambridge Education Association, as then in effect. All Contractual Time positions shall start at one of three times on Monday, Tuesday, Thursday and Friday (the start time shall be the same for all of these days):
 - a. Fifteen (15) minutes prior to the school day;
 - b. Fifteen (15) minutes after the start of the school day; or
 - c. Seventy-five (75) minutes after the start of the school day.

Such times may be amended for an individual unit member by mutual agreement between the Superintendent or designee, the unit member and the CEA. Nothing in the preceding sentence alters the management rights of the Cambridge Public Schools with respect to the determining the start times for any positions. Furthermore, all Unit A, D and E positions at these schools will be required to start fifteen minutes prior to the start time for students on the three (3) "4-Hour School days" (i.e., Day before Thanksgiving Break, Day before Winter Break and Last Day of School Year) during the course of the school year.

4. The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that the Cambridge Public Schools may, in its sole discretion, make adjustments in the work hours and schedules for any of these positions at these schools in a subsequent school year based on the needs of students and/or school district at either or both schools. Such changes will be limited to whether a position is an Extended Learning Time or a Contractual Time position and if a Contractual Time position, to the three start times described above in paragraph 3 of this Agreement. Nothing in this preceding sentence alters any other provisions of applicable collective bargaining agreements with respect to the assignment of unit members. Input will be sought from the impacted unit member prior to notification of any such change being provided. The School Committee agrees it will consider the professional opinion of the impacted educator prior to proposing any such changes and shall make all practicable efforts to avoid disruption of student experience and the impacted educator's professional life. Notification of any such changes will be provided to the Cambridge Education Association and any impacted member by no later than February 15th in the school year preceding the change. In the event that the impacted member is unable to continue in the role assigned to them based on changed work

start and/or end times, they will notify the Office of Human Resources by no later than March 15th and they will be afforded the advance provision of postings and the interview processes detailed below in accordance with the provisions of paragraphs 15 and 17 of this Agreement.

5. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that all day-to-day substitutes and general substitutes, who are members of Unit D, who are assigned to work at either the Fletcher Maynard Academy or Martin Luther King, Jr. School shall work the hours and the schedule (see paragraph 3 above) of the position for which they are covering. In other words, and by way of example, if the position for which they are covering is a six hour and fifty-five minute position that starts seventy-five (75) minutes after the starting time established for students, then the day-to-day substitute or extended term substitute shall work six hours and fifty-five minutes and shall start seventy-five (75) minutes after the starting time established for students; or if the position for which they are covering is an eight hour and twenty-five minute position, then the day-to-day substitute or extended term substitute shall work eight hours and twenty-five minutes. (See paragraph 3 above.)

Compensation

6. The Cambridge School Committee and the Cambridge Education Association acknowledge that salary for Unit A members for a full Expanded Learning Time Position at Fletcher Maynard Academy or Martin Luther King, Jr. School will be paid an additional 13% on their regular salary.
7. Unit B Assistant Principals assigned to the Fletcher Maynard Academy and Martin Luther King, Jr. School will receive a stipend in the amount of \$10,000.00 (ten thousand dollars) in the 2025-2026 school year which shall be subject to the negotiated cost of living increases thereafter.
8. The Unit D daily rate for Unit D members assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School will be increased proportionally for any work day with more than seven (7) assigned work hours. The actual work hours shall be included in all job postings. If a member of Unit D assigned to either the Fletcher Maynard Academy works over forty (40) hours in any given week, the Unit D member will be paid time and a half for hours in excess of forty (40).
9. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit E positions at the Fletcher Maynard Academy or Martin Luther King, Jr. School which are designated as Expanded Learning Time Positions will be 8 hour and thirty minute positions on the days when students are in the building for eight (8) hours and are paid on the eight hour salary schedule set forth in the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E. If a Unit E member works more than forty (40) hours in any given week, the Unit E member will be paid time and a half for hours in excess of forty (40).

10. Should a Unit E member perform the duties of a teacher (planning and implementing lessons) during Expanded Learning Time they will be compensated at the Step 1 Bachelor or Step 1 Master's hourly rate of the Unit A salary chart as then in effect, per their individual education level, during those hours in lieu of their regular hourly rate.

Preparation and Break Time

11. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that any Unit A member assigned to a full Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School will be granted twenty (20) minutes of daily, uninterrupted, duty free preparation time on all school days of 8 hours duration, in addition to the preparation time set forth in Article 5 D-2(a) of the collective bargaining agreement between the Cambridge Education Association Units A&B and the Cambridge School Committee as then in effect. It is understood and agreed between the Association and the Committee that this additional duty free preparation time may not be contiguous to the daily, duty free preparation time provided to the teacher in accordance with the provisions of Article 5 D-2(a) of the collective bargaining agreement between the Cambridge Education Association Units A&B and the Cambridge School Committee as then in effect.

Additionally, the Principals of the Fletcher Maynard Academy and the Martin Luther King, Jr. School will provide Unit A classroom teachers assigned to Expanded Learning Time Positions, to have in their weekly schedules at least two (2) additional non-teaching blocks for the purpose of engaging in administratively-directed professional activities related to their practice (i.e. grade-level team meetings, coaching meetings, common planning time, IEP meetings, consultations with special educators and/or teachers of English as a second language, etc.) representing not fewer than 90 minutes cumulatively during a full (five day) week. These non-teaching blocks will be in addition to the duty-free preparation time contemplated by this provision as well as the duty-free preparation time contemplated by the collective bargaining agreement and will be allocated either via three (3) thirty (30) minute periods or two (2) forty-five (45) minute periods per week.

Additionally, the Principals of the Fletcher Maynard Academy and the Martin Luther King, Jr. School will make reasonable efforts for Unit A classroom teachers assigned to Expanded Learning Time Positions, when practicable, to have in their weekly schedules one more additional non-teaching block for the purpose of engaging in administratively directed professional activities related to their practice (i.e., grade-level team meetings, coaching meetings, common planning time, IEP meetings, consultations with special educators and/or teachers of English as a second language, etc.). This non-teaching block will be in addition to the two (2) additional non-teaching blocks, the duty-free preparation time contemplated by this provision as well as the duty-free preparation time contemplated by the collective bargaining agreement.

Both schools will hold staff forums in October, November, December, March, and May, during contractual hours, or paid at the professional development rate, about how the ELT program and schedule is working and what changes, if any, need to be made. If these forums are held outside of the contractual work hours, no more than ten (10) Unit A members from each respective school, will be eligible to be paid at the professional development rate, provided that at least five such members at each respective school will be chosen by the CEA. The December staff forum will only be held if substantial changes are determined by the Superintendent (see paragraph 23 below). Additionally, any or all forums may be cancelled by mutual agreement between the Superintendent and CEA President.

These forums will include the opportunity for anonymous educator feedback from all Fletcher Maynard Academy and Martin Luther King, Jr. staff, sharing of educator feedback from previous forums and/or

surveys, and a clear articulation of responses to the feedback. School and District leadership will be present at each forum and a summary of the discussion will be shared with the staff, CEA President, and Superintendent.

12. Any Unit D member assigned to substitute for a Unit A Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School for the full school day will be granted the same preparation and non-teaching blocks per the schedule of the Unit A member for whom they are substituting.
13. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that any Unit E member assigned to an Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School will be granted at least three (3) ten (10) minute uninterrupted breaks each day. The timing of said break shall be established at the discretion of the Unit E member's supervisor.

Transfer and Reassignment of Staff

14. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit A and E members of the Cambridge Education Association currently assigned to either the Fletcher Maynard Academy or the Martin Luther King, Jr. School who are unable to continue in the role assigned to them based on changed work start and/or end times will notify the Office of Human Resources by no later than two weeks after the date of this agreement is signed by both parties. The member may withdraw their notification and return to their current position until such date. For the remainder of this section of this agreement (paragraphs 15 through 18), these members will be referred to as "impacted members." The impacted member's current position at either the Fletcher Maynard Academy or the Martin Luther King, Jr. School will not be posted prior to two weeks after the date this agreement is signed by both parties.
15. To the extent feasible and practicable, the Cambridge School Committee and the Cambridge Education Association also acknowledge and agree that impacted members 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, impacted members 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, impacted members 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 impacted member shall be transferred into the vacant position. No other applicants shall be appointed during this one week advance posting period unless (i) 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 (ii) 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.
16. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that by no later than May 27, 2025, a survey will be conducted of all impacted members 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 impacted members and will update the Cambridge Education Association President as to the status of placements of the impacted members on 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 impacted members rests with the Superintendent or designee.

17. The Cambridge School Committee and Cambridge Education Association acknowledge and agree that impacted members 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 impacted member 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.
18. As of three (3) weeks after the signing of this agreement by both parties, the Cambridge Public Schools will share with the President of the Cambridge Education Association a list of impacted members who hold professional teacher status and who have 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 member 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 17 of this Agreement. If through the provisions of paragraph 18 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.

General Terms:

19. 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.
20. 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, D and E, then the provisions of this Agreement shall

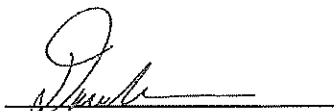
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- 21. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that this Agreement supersedes the provisions in collective bargaining agreements between the parties with respect to Expanded Learning Time Schools and a copy of this Agreement will be incorporated as an Appendix in the successor collective bargaining agreement between the Cambridge School Committee and Cambridge Education Association Units A&B.
- 22. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that bargaining obligations regarding the subjects addressed in this Agreement have been completed.
- 23. In the event that the district, in its sole discretion, determines not to continue or to significantly modify an expanded learning time program at either the Fletcher Maynard Academy and/or Martin Luther King, Jr. School or to move an expanded learning time program to another school, the Cambridge Public Schools will notify the Cambridge Education Association by no later than November 30th as to any proposed changes for the upcoming school year. Additionally, the Cambridge School Committee and Cambridge Education Association will bargain any effects on the terms and conditions of employment of Cambridge Education Association members working at the affected school, and the parties agree to commence bargaining within one (1) month with respect to any proposed changes for the upcoming school year. In the event a vote is not taken by November 30 or bargaining is not initiated within one (1) month of the decision, Expanded Learning Time shall continue under the conditions described under this agreement and in the collective bargaining agreements for at least the subsequent school year.

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: 6/30/2025

Date: _____

Order Number:

CAMBRIDGE PUBLIC SCHOOLS

David Murphy
Interim Superintendent of Schools

CITY OF CAMBRIDGE

Yi-An Huang
City Manager

Approved as to Form:

Megan B. Bayer, Esq.
City Solicitor

ATTACHMENT 1

UPDATE: April 30, 2025

| | Full ELT Day** (8 hrs 25 minutes) | CEA Contractual Day (15 minutes before the start of the student day) | CEA Contractual Day (15 minutes after the start of the student day) | CEA Contractual Day (75 minutes after the start of the student day) |
|------------|--|---|--|--|
| FMA | Classroom teachers Push-in/pull-out (ESL/OSE) teachers Paraprofessionals Interventionists Administrators Building Substitutes School psychologist(s) Social Workers Adjustment Counselors Instructional Coaches Inclusion Specialist Behavior Specialist | | SLPs OTs PTs | Special Subjects (Art, Music, Spanish, P.E., Library, Tech, etc.) |
| MLK | Classroom teachers Social worker Administrators Building Substitutes PreK and K paraprofessionals Paraprofessionals (three)* | Interventionists Related service providers Adjustment Counselor Push-in/pull-out (ESL/OSE) teachers Specials teachers Instructional coaches Paraprofessionals (except as noted)* | | Ni Hao teachers |

*Note the distinction within the classification of this position referenced above.

**All staff will start at the traditional start time on Wednesdays given the early release of students on those days.

Non-Contractual Side Letter regarding August 2025 professional learning

The Cambridge Public Schools and the Association share a commitment to ensuring that educators at FMA are equipped with the skills and knowledge they need to contribute to a successful redesign effort. As such, the CEA will invoke its contractual prerogative to require a key set of educators to attend three days of mandatory professional learning during three days in August (8/19, 8/20 & 8/21) from 8:30 AM to 3:00 PM. This three-day training will focus on the integration of Wayfinder and Responsive Classroom and will better situate the FMA to implement a systematic approach to supporting positive student engagement and responding effectively to behaviors that interfere with learning. In accordance with the provisions of Article B-5 C-2 of the collective bargaining agreement between the Cambridge School Committee and Cambridge Education Association Units A&B notification advance notification of this training is being provided.

This training will be required of:

- Unit A General Education Classroom Teachers; and
- Unit A Special Subjects Teachers (e.g. Music, Art, Physical Education, World Language, Library, etc.).

In recognition of the importance of this professional development will have in supporting the FMA's efforts to implement a systematic approach to support positive student engagement and preventing behaviors that interfere with learning as part of the school community's redesign efforts, the Cambridge Public Schools will make the following accommodations:

- In addition to the \$900 (\$40/hr for 22.5 hours) to which Unit A members would otherwise be entitled for their participation under the CBA, CPS will offer an additional \$100 (for a total of \$1,000) if the Unit A member completes the full three-day training.
- CPS will hold harmless educators noted above who have pre-existing conflicts if they can demonstrate that their conflicts pre-date the adoption of this side letter. Any such educator would be required to participate in this training in June 2026.

Unit A members who opt to participate in the August 2025 training will be paid at the rate noted above. Unit E and/or Unit D members who opt to participate will be paid at their contractual rate, plus \$100 for those who complete the full three-day training.

Educators who work in the SCALE program, as well as those who work 11-month schedules, will be offered role-specific training in June 2026 and will not be expected to participate in the August 2025 training noted in this side letter.

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

CAMBRIDGE EDUCATION ASSOCIATION
COMMITTEE

CAMBRIDGE SCHOOL



Daniel Monahan
President

Date: 6/30/2025

Katherine Christo
Executive Secretary

Date:

Order Number:

CAMBRIDGE PUBLIC SCHOOLS



David Murphy
Interim Superintendent of Schools

CITY OF CAMBRIDGE

Yi-An Huang
City Manager

Approved as to Form:

Megan B. Bayer, Esq.
City Solicitor