



June 4, 2019

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association Units A & B Regarding Over-enrollment at Dr. Martin Luther King, Jr. School

- Recommendation: That the School Committee approve the Agreement between the Cambridge School Committee and the Cambridge Education Association as detailed in the attached agreement.
- Description: This Agreement addresses concerns regarding projected over-enrollment in the first and second grades at the Dr. Martin Luther King, Jr. School for the upcoming 2019 – 2020 school year.
- Supporting Data: Attached is the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A & B.

Respectfully submitted,

A handwritten signature in black ink, appearing to be "KS", written over a horizontal line.

Kenneth N. Salim, Ed.D.
Superintendent of Schools

Agreement Between the Cambridge School Committee and the Cambridge Education Association Units A&B Regarding Over Enrollment at the King School

This Agreement is entered into as to this ____ day of May 2019 by and between the Cambridge School Committee (hereinafter "Committee") and the Cambridge Education Association Units A&B (hereinafter "Association") as a resolution of issues and concerns regarding projected over enrollment in the first and second grades for the upcoming 2019-2020 school year at the King School.

WHEREAS, issues and concerns have arisen regarding projected over enrollment in the first and second grades for the upcoming 2019-2020 school year.

WHEREAS, the parties have met in an effort to address and resolve those concerns.

NOW THEREFORE, in consideration of mutual promises and covenants, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. With respect to the first and second grade classrooms, the parties agree that:
 - a. The first and second grade Chinese Immersion classes will be co-taught.
 - b. There will be two full time English teachers and two full time Chinese teachers for this purpose.
 - c. There will be two full-time paraprofessionals with extended hours assigned for this purpose.
 - d. A schedule has been developed that splits the cohort into two groups for specials so that specials will not have an overflow class.
 - e. The school will accommodate requested collaboration time, additional funds for instructional materials and furniture requests.
2. Should any attrition occur in either grade, the parties agree that the school department will not add any additional students to grade in which the attrition has occurred unless the addition of such students is consistent with both the provisions of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, and the provisions of the Cambridge School Committee's Controlled Choice Policy.
3. The parties agree that in the event that either the first grade classroom or the classroom falls below the contractual limits set forth in the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B prior to the start of the 2019-2020 school year, then the additional resources set forth above related to that classroom(s) will not be provided. The parties further agree that in the event that during the course of the 2019-2020 school year either classroom the first grade classroom or the second grade classroom fall below the contractual limits set forth in the collective

bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, then the Cambridge School Department, in its sole discretion, may reassign such resources as it determines are necessary.

- 4. As a result of the provisions set forth in this Agreement, the Association agrees that no grievances or unfair labor practices filed with respect to anything arising out of or related to this matter.
- 5. The Association and the Committee agree that this Agreement shall not be considered to have established a precedent under the CEA Units A&B collective bargaining agreement between the Association and the Committee and shall not be used by either party for any reason in any other proceeding, except one to enforce the terms of this Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representatives as of this ____ day of May 2019.

CAMBRIDGE SCHOOL COMMITTEE

CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B

Dosha Beard
Executive Secretary

Voted by the School Committee

Date

Oder