



October 15, 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 In Accordance with the Provisions of the May 16, 2017 Side Letter Regarding the Establishment of a Cambridge Rindge and Latin School ("CRLS") Extracurricular Committee

Recommendation: That the School Committee approves the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B regarding the establishment of a Cambridge Rindge and Latin School ("CRLS") Extracurricular Committee as detailed in the attached agreement.

Description: This Agreement addresses adjustments in the stipend amounts for student extracurricular club advisors for the 2018-2019 and 2019-2020 school years.

The cost of this agreement is \$27,320.00.

Supporting Data: Attached is the Agreement between the Cambridge School Committee and Cambridge Education Association Units A&B.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "KS", written over a faint circular stamp.

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

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

This Agreement is entered into between the Cambridge School Committee (“Committee”) and the Cambridge Education Association Units A&B (“Association”), Paul McGuinness, Tal SebellShavit, Ibrahim Dagher, Zuwei Shi, Laura Borelli, Kevin Dua, Doug McGlathery, Guillermo Nojehowicz, Jessica Young, Tobe Stromberg, Lily Rayman-Read, Monica Murray, Dionne Campbell, Maria Giacchino, Evan Milstein-Greengart, Drake King, Kris Newton, Jillian Hutt, Xi Yu, and Sara Reese in accordance with the provisions of the May 16, 2017 side letter between the Committee and the Association regarding the establishment of a Cambridge Rindge and Latin School (“CRLS”) Extracurricular Committee.

WHEREAS; the CRLS Extracurricular Committee has completed its work and made recommendations to the CRLS principal for adjustments in the stipend amounts to be paid for student extracurricular club advisors for the 2018-2019 and 2019-2020 school years;

WHEREAS, the CRLS principal supports these recommendations;

WHEREAS, the Association and the Committee have met with respect to these recommendations and now seek to incorporate these stipend adjustments for CRLS Extracurricular Club Advisors into the current collective bargaining agreement for Units A&B;

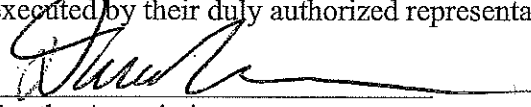
NOW THEREFORE, in consideration of mutual promises and covenants, the receipt and sufficiency of which are hereby acknowledged, the Committee and the Association agree as follows:

1. The Committee and the Association agree that the Club Advisor Stipends that are set forth in **Attachment A** to this Agreement are effective for the 2018-2019 and 2019-2020 school years and shall be considered as an appendix to the current collective bargaining agreement between the Committee and the Association for Units A&B and also shall be incorporated into the language of the successor collective bargaining agreements between the parties as Appendix C to the collective bargaining agreement between the parties.
2. The Committee and the Association further agree that the Club Advisor Stipends that are set forth in **Attachment A** to this Agreement shall constitute an amendment to the current collective bargaining agreement and shall supersede and replace the Extra Curricular Activities Stipends set forth in Appendix C to the current collective bargaining agreement between the Committee and the Association effective for the period starting September 1, 2018 through August 31, 2020.
3. The Committee further agrees that the differential as set forth in **Attachment B** to the individuals identified in **Attachment B** who served as club advisors during the

2018-2019 school year will be paid on September 30, 2019, less appropriate federal and state tax withholdings and retirement deductions.

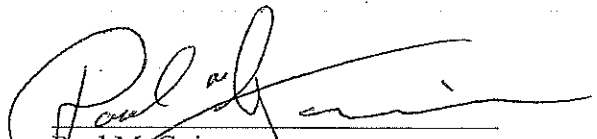
- 4. Paul McGuinness, Tal SebellShavit, Ibrahim Dagher, Zuwei Shi, Laura Borelli, Kevin Dua, Doug McGlathery, Guillermo Nojehowicz, Jessica Young, Tobe Stromberg, Lily Rayman-Read, Monica Murray, Dionne Campbell, Maria Giacchino, Evan Milstein-Greengart, Drake King, Kris Newton, Jillian Hutt, Xi Yu, and Sara Reese each acknowledge and agree that all tax liability each may incur, if any, or that may become due to any governmental authority or taxing agency because of the payment of the sums provided for in paragraph 3 of this Agreement are solely their own responsibility, and that each will pay all such taxes. Paul McGuinness, Tal SebellShavit, Ibrahim Dagher, Zuwei Shi, Laura Borelli, Kevin Dua, Doug McGlathery, Guillermo Nojehowicz, Jessica Young, Tobe Stromberg, Lily Rayman-Read, Monica Murray, Dionne Campbell, Maria Giacchino, Evan Milstein-Greengart, Drake King, Kris Newton, Jillian Hutt, Xi Yu, and Sara Reese each further agree to hold harmless the City of Cambridge, Cambridge Public Schools and Cambridge School Committee and their respective officers, directors, members, employees, representatives and agents from any liability they might incur to any taxing authority arising out of any failure by Paul McGuinness, Tal SebellShavit, Ibrahim Dagher, Zuwei Shi, Laura Borelli, Kevin Dua, Doug McGlathery, Guillermo Nojehowicz, Jessica Young, Tobe Stromberg, Lily Rayman-Read, Monica Murray, Dionne Campbell, Maria Giacchino, Evan Milstein-Greengart, Drake King, Kris Newton, Jillian Hutt, Xi Yu, and Sara Reese, or anyone acting on each of their behalves, to pay taxes incurred or due because of the payments made under paragraph 3 of this Agreement.

WHEREFORE, the Committee and the Association have caused this Agreement to be executed by their duly authorized representatives this ___ of September 2019.



 For the Association


For the Committee



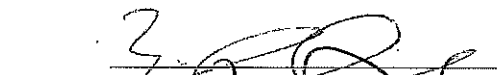
 Paul McGuinness

 Date of Order

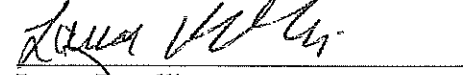
 Tal SebellShavit



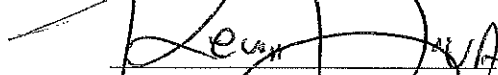
 Ibrahim Dagher



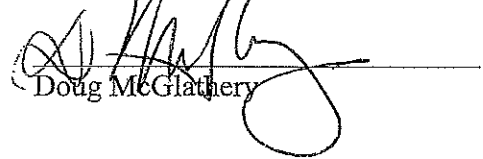
 Zuwei Shi



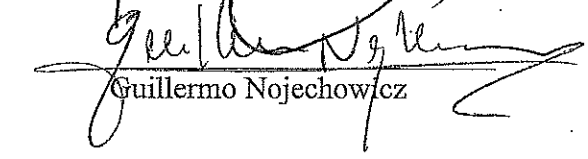
 Laura Borelli



 Kevin Dua



 Doug McGlathery



 Guillermo Nojehowicz

Jessica Young

Monica Murray

Maria Giacchino

Drake King

Jillman Hutt

Sara Reese

Tobe Stromberg

Dionne Campbell

Evan Milstein-Greengart

Kris Newton

Xi Yu

Lily Rayman-Read

CITY OF CAMBRIDGE

Louis A. DePasquale
City Manager

Approved as to form:

Nancy E. Glowa
City Solicitor

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ATTACHMENT A

Name of Unit Member

**Amount to be Paid
Less Appropriate Federal and State Tax Withholdings**