



18

September 16, 2014

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

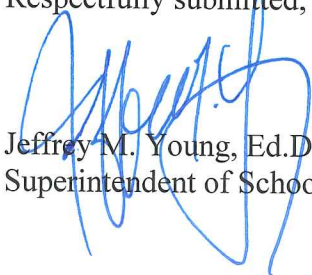
Agreement with the Cambridge Education Association and Cambridge School Committee Regarding Full Time Release for the Incoming President of the Cambridge Education Association

**Recommendation:** That the School Committee approve the attached Agreement between the Cambridge Education Association and the Cambridge School Committee regarding the full time release for the incoming president of the Cambridge Education Association who is a member of Unit C.

**Description:** This Agreement seeks to provide the incoming president of the Cambridge Education Association, who is a member of Unit C, with full release time. Prior presidents of the CEA who have been members of Unit A&B have been granted full time release under the terms of the collective bargaining agreement for Units A&B. Unit C's collective bargaining agreement does not address this issue. This agreement also changes the past practice as to how Unit C vacation time is accrued and credited for Unit C members hired on or after July 1, 2013

**Supporting Data:** Agreement between the Cambridge Education Association and the Cambridge School Committee dated September 1, 2014

Respectfully submitted,

  
Jeffrey M. Young, Ed.D.  
Superintendent of Schools

**Agreement  
between  
the Cambridge School Committee  
and  
the Cambridge Education Association**

This Agreement is entered into between the Cambridge Education Association (“CEA”) and the Cambridge School Committee as of the 1st of September 2014.

WHEREAS, the CEA on July 15, 2014 requested bargaining on the matter of paid, full time release for the incoming president of the Cambridge Education Association, who is a member of Unit C.

WHEREAS, the Cambridge Public Schools wished to notify and discuss with the CEA a contemplated change in its past practice as to how the CEA Unit C vacation time is accrued and credited;

WHEREAS, the Cambridge Teachers Association Unit C and the Cambridge School Committee have met in an effort to resolve these concerns;

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

1. Ms. Terry Gist, the incoming president of the CEA shall be granted a paid leave of absence while she is serving as president of the CEA. Notwithstanding anything to the contrary in the collective bargaining agreement between the Cambridge Education Association Unit C and the Cambridge School Committee, the President of the CEA shall have the right to return to a Senior Clerk 2 position within the Cambridge Public Schools, when said leave is completed. In accordance with the provisions of Article 13, section 4 of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit C no unused vacation time in excess of five (5) days will be carried over during any given year of Ms. Gist’s leave.
2. The CEA acknowledges that it has been notified by the Cambridge Public Schools that effective as of the date of this agreement is changing its past practice as to how CEA Unit C vacation time is accrued and credited under Article 13 of the collective bargaining agreement between the parties. More specifically, the CEA acknowledges that it has been informed that effective as of the date of this agreement, Unit C members hired on or after July 1, 2013 will accrue and have vacation time credited

so that it may be used during the first year of employment. In other words, for individuals hired as members of Unit C on or after July 1, 2013 vacation time that is accrued will be current to the year in which it is accrued as opposed to the individual waiting a year or more to be allowed to take accrued vacation time.

The CEA further acknowledges and agrees that it has no objections to this change in the Cambridge Public Schools' past practice. Additionally, the CEA acknowledges that it will not file any grievances, requests for bargaining, or unfair labor practice charges with respect to this change in past practice.

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 SCHOOL COMMITTEE

CAMBRIDGE TEACHERS ASSOCIATION

\_\_\_\_\_

*Terry Scott*  
\_\_\_\_\_