



December 2, 2014

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

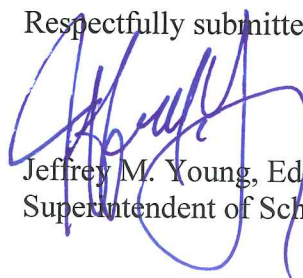
Approval of an Amendment to the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B of the Collective Bargaining Agreement for the Period of September 1, 2012 through August 31, 2013 and September 1, 2013 through August 31, 2016

Recommendation: That the School Committee approve the Superintendent's recommendation relative to the Amendment to the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B of the Collective Bargaining Agreement for the Period of September 1, 2012 through August 31, 2013 and September 1, 2013 through August 31, 2016 as detailed in the attached document.

Description: This amendment provides clarity around the amount paid to teachers employed in eleven month positions.

Supporting Data: Amendment to the Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B of the Collective Bargaining Agreement for the Period of September 1, 2012 through August 31, 2013 and September 1, 2013 through August 31, 2016.

Respectfully submitted,



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

2

**Amendment to the Agreement between the
Cambridge School Committee
and the Cambridge Education Association Units A & B Collective Bargaining Agreement for the
Period of September 1, 2012 through August 31, 2013
and
September 1, 2013 through August 31, 2016**

This Agreement is entered into between the Cambridge Education Association Units A&B (“Association”) and the Cambridge School Committee (“Committee”) as of October 21, 2014 is an amendment to the 2012-2013 and 2013-2016 applicable collective bargaining agreement that was ratified by the parties on March 18, 2014 to the extent provided herein.

WHEREAS, the Cambridge Public Schools has eleven month teaching positions within the Cambridge Public Schools, primarily either teacher-in-charge positions or other teaching positions within some of the school district’s substantially separate educational programs;

WHEREAS, the Association and the Committee have met in an effort to resolve concerns regarding clarity of the amount paid to teachers who are employed in these eleven month positions;

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. It is understood and agreed that Unit A members who are employed in eleven month teaching positions, which are primarily teacher-in-charge positions or other teaching positions that exist within some of the school district’s substantially separate educational programs, are paid an additional ten percent (10%) of the annual ten month salary plus any additional pensionable stipend that the Unit A member receives in accordance with the provisions of the collective bargaining agreement between the Cambridge Education Association Units A&B and the Cambridge School Committee for their eleventh month of work. For example, if a teacher-in-charge is on the Master’s Lane, step 8 of the salary schedule of the Cambridge Education Association Units A&B and the Cambridge School Committee’s collective bargaining agreement, he/she is paid the salary set forth in that schedule for the appropriate school year, plus the teacher-in-charge stipend as set forth in the collective bargaining agreement between the parties and that total amount is multiplied by ten percent to calculate the amount of the stipend that is paid to the Unit A member for the eleventh month that he/she works.

2. The parties acknowledge and agree that the following language will be in effect as of September 1, 2012 and will be inserted into the text of the successor collective bargaining agreement between the parties under the “Teacher Stipends” schedule, once the parties have successfully negotiated an overall successor agreement to the existing 2012-2013 and 2013-2016 collective bargaining agreement that is satisfactory to both parties:

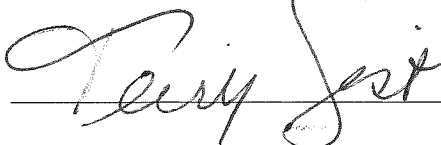
Eleven Month Educators	Ten percent (10%) of the annual ten month salary the Unit A member
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3. It is the intention of the parties for the salary to be included as regular compensation and in the event that the MTRS disputes the inclusion of the salary as regular compensation for the purposes of MGL c30, the parties agree to re-open the collective bargaining agreement on this subject only.

4. Except as amended herein, the Collective Bargaining Agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B that was ratified on March 18, 2014 is hereby ratified and confirmed.

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 EDUCATION ASSOCIATION



Order No. _____

Date 11 18-14

Judy Martin
Secretary to the Cambridge School Committee