



October 20, 2015

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association

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 the moving of school staff, including classroom teachers, as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the 2015-2016 school year.

Supporting Data: Attached is the Agreement between the Cambridge School Committee and the Cambridge Education Association.

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 School Committee ("Committee") and the Cambridge Education Association ("Association") as a resolution of issued related to the moving of school staff, including classroom teachers, as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the 2015-2016 school year.

WHEREAS, the Association and the Committee have met in an effort to resolve concerns regarding the moving of school staff, including classroom teachers, as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the 2015-2016 school year.

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. The Committee agrees that each classroom teacher at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School who has to pack his or her classroom and set up a new classroom during the 2015-2016 school year will be paid \$150.00 (one hundred fifty dollars) per classroom move that the teacher has to make from one building to another. For example, if the teacher has to move during the 2015-2016 school year to a different classroom, he/she would be paid \$150.00 (one hundred fifty dollars). This agreement does not cover any moves within the same building

2. The Committee and the Association further agree that in addition to the \$150.00 (one hundred fifty dollars) payment per pack and classroom move, each classroom teacher who has to pack his or classroom and set up a new classroom will be give one (1) compensatory day. This agreement does not cover any moves within the same building

3. Attached at Tab A is a copy of the move plan for the schools which, barring any unforeseen circumstances will be utilized during the 2015-2016 school year.

4. The Committee and the Association agree that a total of thirteen (13) student free hours during a regularly scheduled school day will be provided to each teacher at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the week after their move. The schedule for this time will be determined by the principal/head of school with input from the teachers at the school. The provisions of this paragraph will not apply to any moves made during the summer of 2019 when the King Open and Cambridge Street Upper School are scheduled to return to the Cambridge Street building.

5. The program of the school day during the transition period when students remain in the old school locations shall be determined at the school level by the principal/head of upper school with input from teachers at the school.

6. All classroom teachers are expected and required to have their classrooms set up by no later than the first day of school that students are in session and all teachers are expected and required to begin teaching on the first day of school that students are in session in the new locations/buildings.

7. The Committee and the Association Agree that the Principals and Heads of Upper Schools will be asked to check with teachers at their school to determine if there are any extenuating circumstances that would result in a teacher being unable to comply with this schedule. Any such issues shall be brought to the Principal or Head of Upper School for resolution.

8. The Committee agrees that each member of Unit C at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and/or King Open School, who is authorized by the Principal or Head of Upper School to work overtime in connection with the moving of school staff as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the 2015-2016 school year will be paid overtime in accordance with the requirements of the Fair Labor Standards Act as then in effect.

9. The Committee agrees that each member of Unit E at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and/or King Open School, who is authorized by the Principal or Head of Upper School to work in excess of their regular schedule in connection with the moving of school staff as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the 2015-2016 school year shall not exceed forty (40) hours per week of work time and will be paid for any such additional hours in excess of their regular schedule but under the maximum amount of forty (40) hours per week at their hourly rate of pay as set forth in the collective bargaining agreement between the parties as then in effect.

10. All Unit C and Unit E members are expected and required to have their work areas set up by no later than the first day of school that students are in session in the new locations/buildings.

11. As a result of the provisions set forth in this agreement the Association agrees that no grievances shall be filed in connection with the moving of school staff.

12. The Association and the Committee agree that this Agreement shall not be considered to have established a precedent under the 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 the Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representatives this ____ October 2015.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE

Terry Gust

Judith Martin
Executive Secretary to the School Committee

Voted by the School Committee

Date

Order No.

MOVE PLAN

KING > PUTNAM AVE

DECEMBER 2015

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Crates delivered November 17, 18, 19 and the 20th if necessary.	1	2	3	4	5	
6	7	8	9	10	11 King 5:00 PM Physical moves begin	12 King Moves continue
13 King School Moves continue until done.	14 King - Teachers set up at Putnam Ave Students stay at Broadway	15	16	17	18	19
20	21 King School staff and students report to Putnam Ave	22	23	24	25	26
27	28	29	30	31	Jan 1	
	B	R	E	A	K	
				DECEMBER	BER	

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MOVE PLAN KING OPEN > BROADWAY FEBRUARY 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
Crates delivered January 12, 13, 14 and the 15 th if necessary.					KING OPEN 5:00 PM Physical moves begin	KING OPEN Moves Continue
7	8	9	10	11	12	13
KING OPEN Moves Continue	KING OPEN Teacher Setup at Broadway Students stay at Cambridge Street		First pickup of empty crates			
14	15	16	17	18	19	20
	S C H O O L		V A C A T I O N			
21	22	23	24	25	26	27
	King Open Staff and Students report to new(temporary) location at 359 Broadway					
28	29					

MOVE PLAN

CSUS > 158 SPRING ST

FEBRUARY 2016

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
Crates delivered January 12, 13, 14 and the 15 th if necessary.	CSUS Teacher setup at Spring Street----- Students stay at Cambridge Street	9 -----	10 First pickup of empty crates ----->	11 CSUS staff/ students report to new (temporary) location at 158 Spring St.	5 CSUS 5:00 PM Physical moves begin	6 CSUS Moves continue
7 CSUS Moves continue until done.	8 CSUS Teacher setup at Spring Street----- Students stay at Cambridge Street	9 -----	10 First pickup of empty crates ----->	11 CSUS staff/ students report to new (temporary) location at 158 Spring St.	12	13
14	15	16	17	18	19	20
	S C H O O L	S C H O O L	V A C A	T I O N	----->	
21	22	23	24	25	26	27
28	29					

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