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September 5, 2017

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement Regarding Amendment to Cambridge School Committee and the Cambridge Education Association Unit E Collective Bargaining Agreement for the Period of September 1, 2015 through August 31, 2018

Recommendation: That the School Committee approve the Agreement Regarding Amendment to the Cambridge School Committee and the Cambridge Education Association Unit E Collective Bargaining Agreement for the Period of September 1, 2015 through August 31, 2018 as detailed in the attached agreement.

Description: This Agreement addresses the eleven month paraprofessional positions, primarily within the school district's substantially separate educational programs and the salary schedules for these paraprofessionals.

Supporting Data: Attached is the Agreement Regarding Amendment to the Cambridge School Committee and the Cambridge Education Association Unit E Collective Bargaining Agreement for the period of September 1, 2015 through August 31, 2018.

Respectfully submitted,

A handwritten signature in black ink, appearing to be 'KS', is written over the typed name.

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

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**Agreement Regarding Amendment to
Cambridge School Committee and the Cambridge Education Association Unit E
Collective Bargaining Agreement for the Period of September 1, 2015 through August 31, 2018**

This Agreement is entered into between the Cambridge Education Association Unit E ("Association") and the Cambridge School Committee ("Committee") as of _____, 2017 is an amendment to the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E for the period of September 1, 2015 through August 31, 2018 that was ratified by the parties on May 3, 2016 to the extent provided herein.

WHEREAS, the Cambridge Public Schools has eleven month paraprofessional positions within the Cambridge Public Schools, primarily within some of the school district's substantially separate educational programs and these positions work a total of 206 days;

WHEREAS, the Association and the Committee have met in an effort to resolve concerns regarding clarity of the amount paid to paraprofessionals 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 effective as of September 1, 2017 Unit E members who are employed in eleven month paraprofessional positions, work an additional 23 days more than the 183 days that comprise the ten month schedule, which equals 12.57 percent more days (23/183). In compensation for the eleventh month, Unit E members employed in eleven month paraprofessional positions will be paid an additional 12.57 percent of the annual ten-month salary plus any additional pensionable stipend that the Unit E member receives in accordance with the provisions of the collective bargaining agreement between the Cambridge Education Association Unit E and the Cambridge School Committee for their eleventh month of work. For example, if a paraprofessional in an eleven month position is on the Bachelor's Lane, step 8 of the salary schedule of the Cambridge Education Association Unit E 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 eleven month paraprofessional stipend as set forth in the collective bargaining agreement between the parties and that total amount is multiplied by 12.57 percent to calculate the amount of the stipend that is paid to the Unit E 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, 2017 and will be inserted into the text of the successor collective bargaining agreement between the parties under the "Appendix Salary Schedules" in place of the language currently in this section of the collective bargaining agreement with respect to "eleven month paraprofessional", once the parties have successfully negotiated an overall successor agreement to the existing collective bargaining agreement for the period of September 1, 2015 through August 31, 2018 that is satisfactory to both parties:

Eleven Month Paraprofessionals: Paraprofessionals who are employed in eleven month paraprofessional positions are paid an additional 12.57 percent of the annual ten-month salary of the Unit E member. If the unit member also receives an expanded day stipend, the amount of the expanded day stipend is not included in this 12.57 percent calculation for the eleventh month.

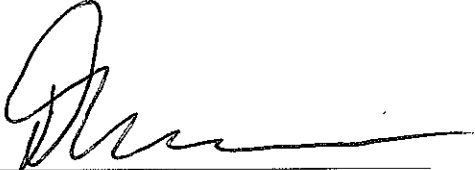
3. It is the intention of the parties for the salary to be included as regular compensation and in the event that the City of Cambridge Retirement Board disputes the inclusion of the salary as regular compensation for the purposes of M.G.L. c. 30, the parties agree to re-open the collective bargaining agreement on this subject only.

4. Except as amended herein, the existing collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E for the period of September 1, 2015 through August 31, 2018 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 _____

Judith T. Martin
Executive Secretary to the Cambridge School Committee