



June 19, 2018

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 is a resolution of issues and concerns regarding projected over enrollment in the junior kindergarten/kindergarten and first grade for the 2018 – 2019 School Year at the King School, Chinese Immersion Program.

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

Respectfully submitted,

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

**AGREEMENT BETWEEN THE CAMBRIDGE SCHOOL COMMITTEE  
AND THE CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B  
REGARDING OVER ENROLLMENT AT THE KING SCHOOL**

This Agreement is entered into as to this \_\_\_\_ day of June 2018 by and between the Cambridge School Committee (hereinafter "Committee") and the Cambridge Education Association Units A&B (hereinafter "Association") as a resolution of issues and concerns regarding projected over enrollment in the junior kindergarten/kindergarten and first grade for the upcoming 2018-2019 school year at the King School, Chinese Immersion Program.

WHEREAS, issues and concerns have arisen regarding projected over enrollment in the junior kindergarten/kindergarten and first grade for the upcoming 2018-2019 school year.

WHEREAS, the parties have met in an effort to address and resolve those concerns.

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

1. With respect to the one first grade class of currently twenty-nine (29) students, the parties agree that:
  - a. a .67 English and a .60 Chinese teacher will be hired to co-teach with existing teachers;
  - b. there will be two full-time paraprofessionals with one of the paraprofessionals having extended hours to ensure the class has two teachers and one paraprofessional throughout the day; and
  - c. a schedule has been developed that splits the cohort into two groups for specials so that specials will not have an overflow class.
  - d. the school will accommodate requested collaboration time, additional funds for instructional materials and furniture requests.
2. With respect to the two junior kindergarten/kindergarten classes of currently forty-one (41) students, the parties agree that:
  - a. two (2) .5 paraprofessionals will be hired to assist these two classes;
  - b. an paraprofessional will accompany and assist this cohort during specials
  - c. the school will accommodate requested collaboration time, additional funds for instructional materials and furniture requests.
3. Should any attrition occur in either grade, the parties agree that the school department will not add any additional students to grade in which the attrition has occurred unless the addition of such students is consistent with both the provisions of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, and the provisions of the Cambridge School Committee's Controlled Choice Policy.
4. The parties agree that in the event that either the first grade classroom or the junior kindergarten/kindergarten classrooms fall below the contractual limits set forth in the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B prior to the start of the 2018-2019 school year, then the additional resources set forth above related to that classroom(s) will not be provided. The parties further agree that in the event that during the course of the

2018-2019 school year either classroom the first grade classroom or the junior kindergarten/kindergarten classrooms fall below the contractual limits set forth in the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, then the Cambridge School Department, in its sole discretion, may reassign such resources as it determines are necessary.

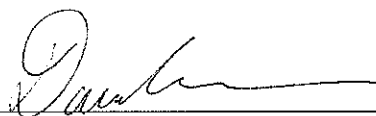
5. As a result of the provisions set forth in this Agreement, the Association agrees that no grievances or unfair labor practices filed with respect to anything arising out of or related to this matter.
6. The Association and the Committee agree that this Agreement shall not be considered to have established a precedent under the CEA Units A&B 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 on to enforce the terms of this Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representatives as of this \_\_\_\_ day of June 2018.

CAMBRIDGE SCHOOL COMMITTEE

CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B

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\_\_\_\_\_  
Dosha Beard  
Executive Secretary

Voted by the School Committee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Order