



June 5, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Cambridge Liaisons Invested in Families & Education, AFSCME/AFL-CIO
(LIFE/AFSCME) Collective Bargaining Agreement, 9/1/18 – 8/31/21

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Liaisons Invested in Families & Education, AFSCME/AFL-CIO (LIFE/AFSCME) for a collective bargaining agreement for the period of September 1, 2018 through August 31, 2021, which was ratified by the members of the bargaining unit.

Description: The attached agreement reached by the negotiating teams was ratified by the unit membership. The agreement includes the following:

Three Year Agreement – 9/1/18-9/31/21

- 2.5% base wage increase effective September 1, 2018
- 2.5% base wage increase effective September 1, 2018
- 2.5% base wage increase effective September 1, 2018

With no increase on any other economic items in the collective bargaining agreement.

Inclusion of Community and Family Partnership Liaisons in recognition clause

Inclusion of a non-grievable and non-arbitrable statement regarding the parties' commitment to a model of labor-management relations centered around a social dialogue with respect to issues and concerns.

Increase in the contribution to the professional development pool per member per year.

Removal of language regarding calculation of hourly rates.

Clarification of language that individuals who work fewer hours than the salary schedule for their position, shall be paid a pro-rata salary based on the salary schedule for their position.

Delete the current salary schedule and insertion of three new salary schedules for full time liaisons – 8 hours/day – 185 days per school year; full time liaisons – 6 hours/day – 185 days per school year and full time liaisons – 4 hours/day – 185 days per school year in its place.

Removal of language regarding option to exclude up to \$5,000 of sick leave buy back monies as a one-time transfer to a 403B plan at the time of retirement.

Inclusion of requirement that all unit members will be required to have direct deposit and will receive direct deposit paycheck notifications only via their school district email account. Any unit members hired prior to June 30, 2018 who do not have direct deposit as of June 30, 2018 will be exempt from this requirement.

Clean up of contract language

Funding for this agreement is to be made from the School Department budget. The financial costs for the settlement are as follows:

FY19	\$13,720
FY20	\$14,065
FY21	\$14,415

Supporting Data:

Cambridge School Committee and Cambridge Liaisons Invested in Families & Education, AFSCME/AFL-CIO (LIFE/AFSCME) tentative agreement for a collective bargaining agreement effective from September 1, 2018 through August 31, 2021 dated May 8, 2018

Respectfully submitted,



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

Cambridge School Committee

and

Cambridge Liaisons Invested in Families & Education, AFSCME-/AFL-CIO
(LIFE/AFSCME)

This document sets forth the tentative agreement between the Cambridge School Committee and the Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO for a collective bargaining agreement to be effective from September 1, 2018 through August 31, 2020, which shall be a successor to the parties' September 1, 2015 through August 31, 2018 agreement. This tentative agreement is subject to ratification by both the Cambridge School Committee and the Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO.

The language of the 2015-2018 collective bargaining agreement shall continue in the successor agreement except as modified below.

I. Language Proposals

Article 1 Recognition Clause

Insert "and Community and Family Partnership Liaisons" after "Family Liaisons" in third line of paragraph.

Article 3 A Policy of Civility

Insert a new bullet at the end of the Article which states:

- We are committed to a model of labor-management relations centered around a social dialogue with respect to issues and concerns.

Insert at the end of the Article the following sentence:

These provisions are non-grievable and non-arbitrable.

Article 5 Professional Development Pool

In the third sentence of the second paragraph of the Article, delete the phrase "\$50.00 (fifty dollars)" and inset the phrase "\$100.00 (one hundred dollars)" in its place.

Article 9 Hiring, Transfer and Termination

Section D

Delete the phrase "(less than 40 hours per week)"

Article 10 Salary Schedule

Section A

Delete the current salary schedule and insert the following salary schedules in its place. See attached salary charts.

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Section B

Delete the current section in its entirety and insert the following in its place:

Individuals who work fewer hours than the salary schedule for their position, shall be paid a pro-rata salary based on the salary schedule for their position.

Section C

Delete this section C in its entirety.

Re-letter current sections D and E as sections C and D.

Section E

Insert a new second paragraph which states: Effective June 30, 2018 all unit members will be required to have direct deposit and will receive direct deposit paycheck notifications only via their school district email account. Any unit members hired prior to June 30, 2018 who do not have direct deposit as of June 30, 2018 will be exempt from this requirement.

II. CONTRACT CLEAN UP

Align dates throughout contract where applicable to reflect dates of successor collective bargaining agreement.

Article 14 Health Insurances, Life Insurance, Dental Insurance

Section A, subsection 3

Delete the first sentence in its entirety.

Article 15 Sick Leave, Sick Leave Bank, Sick Leave Buy-Back

Section D

Delete second sentence of last paragraph in its entirety.

Article 16 Temporary Leaves of Absences

Section C

Delete "Massachusetts Maternity Leave Act (MMLA)" and insert "Massachusetts Parental Leave Act (MPLA)" in its place.

III. Economic Proposal

Article 10 Salary Schedule

Section A

September 1, 2018 – 2.5%

September 1, 2019 – 2.5%

September 1, 2020 – 2.5%

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increase in the third year of the collective bargaining agreement greater in percentage than that provided to this Union, then the City and the Union agree to reopen the collective bargaining agreement for the limited purpose of discussing base wages in the third year of the collective bargaining agreement.

With no increase on any other economic items in the collective bargaining agreement except as detailed in this tentative agreement.

Cambridge School Committee

Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO

By: Claire Spinner

By: Juan Salas

Date: May 8, 2018

Date: 5/8/18

Article 10: Salary Schedule

Full Time Liaison: 8 hours/day-185 Days per School Year

9/1/2017

Step 1	48,144.54
Step 2	50,300.95
Step 3	52,632.59
Step 4	54,968.58
Step 5	57,769.44

Full Time Liaison: 6 hours/day-185 Days per School Year

9/1/2017

Step 1	36,108.40
Step 2	37,725.71
Step 3	39,474.44
Step 4	41,226.43
Step 5	43,327.08

Full Time Liaison: 4 hours/day-185 Days per School Year

9/1/2017

Step 1	21,489.50
Step 2	24,072.27
Step 3	25,150.47
Step 4	26,316.29
Step 5	27,484.29