

CAMBRIDGE PUBLIC SCHOOLS

20-224



115

135 Berkshire Street, Cambridge, Massachusetts 02141

September 15, 2020

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Agreement between Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (LIFE/AFSCME) and Cambridge School Committee

- Recommendation: That the School Committee approve the attached Agreement between the Cambridge School Committee and the Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (LIFE/AFSCME).
- Description: This Agreement details the agreement reached between the parties regarding additional pay for the members of LIFE/AFSCME who worked during the period from March 23, 2020 through June 5, 2020 providing services to students and families during the 2019-2020 closure of schools due to the COVID-19 pandemic.
- Supporting Data: Attached Agreement between the Cambridge School Committee and the Cambridge Liaisons Invested in Families and Education, AFSCME/CIO (LIFE/AFSCME).

Respectfully submitted,

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

Side Letter Agreement between Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (LIFE/AFSCME) and Cambridge School Committee

This Agreement is entered into on this ___ day of September 2020 between the Cambridge Liaisons Invested in Families and Education, AFSCME/AFL-CIO (“LIFE/AFSCME”) and the Cambridge School Committee (“School Committee”).

WHEREAS, the School Committee and LIFE/AFSCME have reached the following understanding regarding additional pay for the members of LIFE/AFSCME who worked during the period of March 23, 2020 and June 5, 2020 to provide services to students and families during the 2019-2020 closure of schools due to the COVID 19 pandemic.

NOW THEREFORE, in consideration of good and valuable consideration, the sufficiency and receipt of which are hereby acknowledged, LIFE/AFSCME and the Committee agree as follows:

1. Members of LIFE/AFSCME who worked in CPS buildings from March 23, 2020 through June 5, 2020 and who by the nature of their work had greater contact with members of the public will be entitled to an incentive pay of an additional \$5.50 (five dollars and fifty cents) for hours actually worked in CPS buildings during the period of March 23, 2020 through June 5, 2020. The incentive payment shall be made to eligible LIFE/AFSCME members and shall be paid by no later than September 28, 2020.
2. LIFE/AFSCME agrees that there shall be no grievances filed with respect to the terms of this Agreement.
3. The parties acknowledge and agree that this does not establish a precedent and also does not establish a past practice between the parties.
4. This Agreement may be executed in counterparts, and each counterpart, when executed, shall have the efficacy of a signed original. For the convenience of the Parties, electronic, facsimile and PDF signatures shall be accepted as originals.

For the School Committee:

Liaisons Invested in Families and Education (LIFE/AFSCME)

Dosha E. Beard
Exec. Secretary To School Committee

Lissa Galluccio
President

Dated: _____

Dated: _____

School Committee Order No. _____

Approved as to form:

CITY OF CAMBRIDGE

Nancy E. Glowa
City Solicitor

Louis A. DePasquale
City Manager