



May 17, 2016

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Successor Collective Bargaining Agreement for
Cambridge Education Association Unit D September 1, 2015 – August 31, 2018

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Education Association Unit D for a collective bargaining agreement for the period of September 1, 2015 through August 31, 2018, which was ratified by their members.

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

- inclusion of language permitting building substitutes after completion of six months of continuous service as a building substitute to carry over up to ten unused sick days with a cap of accumulated sick leave at twenty-five days for building substitutes and if there is a break in service no reinstatement of accrued sick time

-inclusion of language clarifying that professional development course offered by Cambridge Public Schools Office of Human Resources may include a review of applicable Cambridge Public Schools policies and procedures.

-inclusion of an additional provision, effective September 1, 2016, that all substitute teachers will be expected to attend one (1) six (6) hour professional development program offered by the Cambridge Public Schools either prior to or during the school year and will be paid at a rate of \$20.00 per hour for attending this professional development program. Payment to be made based upon documented attendance at the professional

development program

- creation of a new article providing extended term and building substitutes with a three day leave of bereavement without loss of pay or benefits for each school year if on assignment as an extended term substitute or building substitute at the time of the loss of a parent, spouse, child, parent-in-law, sister or brother or relative who resided in the home of the extended term or building substitute and a one day leave of bereavement without loss of pay or benefits for each school year if on assignment as an extended term substitute or building substitute at the time of loss of a grandparent, nephew, niece, aunt, uncle, son-in-law, daughter-in-law, sister-in-law or brother-in-law.

- side letter agreement that subject to ratification of the tentative agreement by both parties the school department will offer a one hour professional development course on the review of school district policies prior to the end of the current school year

- side letter agreement that subject to ratification of the tentative agreement by both parties the school department will survey members of Unit D as to the areas and/or topics of professional development in which they are interested

-2.4% base wage increase effective September 1, 2015

-2.0% base wage increase effective September 1, 2016

-2.5% base wage increase effective September 1, 2017

- Contract clean up

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

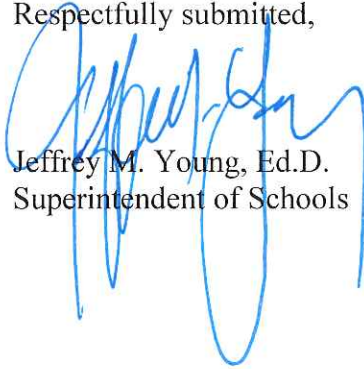
FY16	\$62,588
FY17	\$55,168
FY18	\$67,195

Supporting data:

Cambridge School Committee and Cambridge Education Association Unit D tentative agreement for a collective

bargaining agreement effective from September 1, 2015 through
August 31, 2018 dated April 12, 2016

Respectfully submitted,



Jeffrey M. Young, Ed.D.
Superintendent of Schools