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May 5, 2015

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Agreement Between the Cambridge School Committee and  
the Cambridge Education Association Regarding School Moves at the Putnam Avenue Upper  
School, King School, Cambridge Street Upper School and King Open School

**Recommendation:** That the School Committee approve the Agreement Between the  
Cambridge School Committee and the Cambridge Education Association  
Regarding School Moves at the Putnam Avenue Upper School, King  
School, Cambridge Street Upper School and King Open School as  
detailed in the attached document.

**Description:** This recommendation details an agreement reached with the Cambridge  
Education Association with respect to moves at the Putnam Avenue Upper  
School, King School, Cambridge Street Upper School and King Open  
School as part of the construction and renovation at these schools during  
the spring and summer of 2015.

**Supporting Data:** Attached Agreement Between the Cambridge School Committee and  
the Cambridge Education Association Regarding School Moves at the  
Putnam Avenue Upper School, King School, Cambridge Street Upper  
School and King Open School

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Jeffrey M. Young".

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

**AGREEMENT BETWEEN THE  
CAMBRIDGE SCHOOL COMMITTEE AND THE CAMBRIDGE EDUCATION ASSOCIATION**

This Agreement is entered into between the Cambridge School Committee ("Committee") and the Cambridge Education Association ("Association") as a resolution of issued related to the moving of school staff, including classroom teachers, as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the spring and summer of 2015.

WHEREAS, the Association and the Committee have met in an effort to resolve concerns regarding the moving of school staff, including classroom teachers, as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the spring and summer of 2015.

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. The Committee agrees that each classroom teacher at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School who has to pack his or her classroom and set up a new classroom will be paid \$100.00 (one hundred dollars) per classroom move that the teacher has to make. For example, if the teacher has to move in June 2015 to a different classroom, he/she would be paid \$100.00 (one hundred dollars).
2. The Committee and the Association further agree that in addition to the \$100.00 (one hundred dollars) payment per pack and classroom move, each classroom teacher who has to pack his or classroom and set up a new classroom will be give one (1) compensatory day.
3. All classroom teachers are expected and required to have their classrooms set up by no later than the first day of school that students are in session and all teachers are expected and required to begin teaching on the first day of school that students are in session.
4. The Committee and the Association Agree that the Principals and Heads of Upper Schools will be asked to check with teachers at their school to determine if there are any extenuating circumstances that would result in a teacher being unable to comply with this scheduled. Any such issues shall be brought to the Principal or Head of Upper School for resolution.
5. The Committee agrees that each member of Unit C at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and/or King Open School, who is authorized by the Principal or Head of Upper School to work overtime in connection with the moving of school staff as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the spring and summer of 2015 will be paid overtime in accordance with the requirements of the Fair Labor Standards Act as then in effect.

6. The Committee agrees that each member of Unit E at the Putnam Avenue Upper School, King School, Cambridge Street Upper School and/or King Open School, who is authorized by the Principal or Head of Upper School to work in excess of their regular schedule in connection with the moving of school staff as part of the renovation and construction of the Putnam Avenue Upper School, King School, Cambridge Street Upper School and King Open School during the spring and summer of 2015 shall not exceed forty (40) hours per week of work time and will be paid for any such additional hours in excess of their regular schedule but under the maximum amount of forty (40) hours per week at their hourly rate of pay as set forth in the collective bargaining agreement between the parties as then in effect.

7. All Unit C and Unit E members are expected and required to have their work areas set up by no later than the first day of school that students are in session.

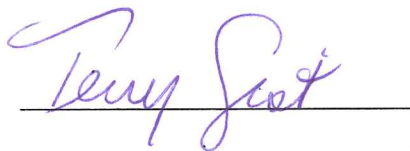
8. As a result of the provisions set forth in this agreement the Association agrees that no grievances shall be filed in connection with the moving of school staff.

9. The Association and the Committee agree that this Agreement shall not be considered to have established a precedent under the 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 one to enforce the terms of the Agreement.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representatives this \_\_\_\_ May 2015.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE

  
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Judith Martin  
Executive Secretary to the School Committee

Voted by the School Committee

\_\_\_\_\_  
Date

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Order No.