



May 15, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Cambridge Professional Safety Specialists Association
Collective Bargaining Agreement, 7/1/18 – 6/30/21

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Professional Safety Specialists Association for a collective bargaining agreement for the period of July 1, 2018 through June 30, 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 – 7/1/18-6/30/21

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

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

Inclusion of an outside user paid detail rate for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week associated with outside user permit details.

Increase in the rate for each successfully completed assigned home visit outside of regular working hours by a unit member.

Deletion of "Evacuation Day" from the list of holidays.

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.

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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	\$17,520
FY20	\$17,958
FY21	\$18,407

Supporting Data:

Cambridge School Committee and Cambridge Professional Safety Specialists Association tentative agreement for a collective bargaining agreement effective from July 1, 2018 through June 30, 2021 dated May 2, 2018

Respectfully submitted,



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

**TENTATIVE AGREEMENT BETWEEN
CAMBRIDGE SCHOOL COMMITTEE AND
CAMBRIDGE PROFESSIONAL SAFETY SPECIALISTS ASSOCIATION**

This document sets forth the tentative agreement between the Cambridge School Committee and the Cambridge Professional Safety Specialists Association for a collective bargaining agreement to be effective from July 1, 2018 through June 30, 2021, which shall be a successor to the parties' July 1, 2015 through June 30, 2018 agreement. This tentative agreement is subject to ratification by both the Cambridge School Committee and the Cambridge Professional Safety Specialists Association.

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

I. Language Proposals

Article 8 Working Hours/Year

Section D

Insert a new section 5 which states the following:

Detail rate

Effective July 1, 2018 there shall be an outside user paid detail rate for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week associated with outside user permit details, the outside user paid detail rate shall be \$51.00 for Mondays through Saturdays and \$68.00 for Sundays and Holidays. Effective July 1, 2020 the outside user paid detail rate shall be increased to \$53.00 for Mondays through Saturdays and \$70.00 for Sundays and Holidays. Additionally, effective July 1, 2018 there shall be an outside user paid detail rate for the Senior Safety Specialist – CRLS for work in excess of eight (8) hours in one (1) day and forty (40) hours in one week associated with outside user permit details, the outside user paid detail rate shall be \$57.00 for Mondays through Saturdays and \$76.00 for Sundays and Holidays. Effective July 1, 2020 the outside user paid detail rate shall be increased to \$59.00 for Mondays through Saturdays and \$78.00 for Sundays and Holidays. The outside user paid detail rate for the Senior Safety Specialist – CRLS shall expire and be removed from the collective bargaining agreement when the position becomes vacant.

Section E

Delete the third and fourth sentences of the first paragraph and insert the following in its place:

Effective July 1, 2018, for each successfully completed assigned home visit outside of regular working hours, a unit member shall be compensated the amount of \$60.00 (sixty dollars) per home visit.

Article 9 Holidays

In the second paragraph delete "Evacuation Day"

Article 17 Sick Leave

Section 5

In the second paragraph of this section, delete the second sentence in its entirety.

Article 21 Salaries

Section 1

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 7 Filing of Positions

Section C

Delete "Affirmative Action Officer" and insert "Program Manager for Diversity Development" in its place.

Section E

Insert after the word "sex" the following: "gender, pregnancy, pregnancy-related condition, sexual orientation, gender identity, disability, genetic information, religion, ethnicity,"

Section G

Delete the second sentence in the first paragraph of this section and insert the following in its place: Effective July 1, 2018, the salary schedule for the Senior Safety Specialist – CRLS shall be included in Article 21 Salaries. Effective July 1, 2018, any individual selected at the discretion of management for the Elementary Security Contract Specialist position shall receive an additional annual salary payment of \$7,500 added to their base salary, for all purposes, effective upon appointment to the position.

Article 19 Leaves of Absence

Section E

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

Section F

Delete subsection title of "Maternity Leave/Parenthood Leave" and insert "Parental Leave" in its place.

Article 21 Salaries

Insert Bilingual Liaison Salary Schedule – see attached schedule

Inset Senior Safety Specialist Salary Schedule – see attached schedule

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III. Economic Proposal

Article 21 Salaries
Section 5

July 1, 2018 – 2.5%

July 1, 2019 – 2.5%

July 1, 2020 – 2.5%

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

Should, during the life of this contract, any City or School unit reach voluntary agreement with the City for a general across-the-board base wage 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 contract for the limited purpose of discussing base wages in the third year of the collective bargaining agreement.

Cambridge School Committee

Cambridge Professional Safety Specialists
Association

By: [Signature]

Date: 5/2/2018

By: P. Camello, W. [Signature]

Date: 5/2/2018

Twelve-Month (12-Month) Bilingual Liaison Coordinator:

July 1, 2015 - 2.40% increase			
	Basic	Bachelor	Masters
Step 1	50,859.07	52,247.75	53,640.22
Step 2	53,354.39	54,740.54	56,130.48
Step 3	54,410.44	55,805.44	57,190.33
Step 4	58,209.70	59,597.11	60,989.58
Step 5	60,405.28	61,800.27	63,185.16
Step 6	62,603.38	63,993.32	65,383.26

July 1, 2016 - 2.00% increase

	Basic	Bachelor	Masters
Step 1	51,876.25	53,292.70	54,713.02
Step 2	54,421.48	55,835.35	57,253.09
Step 3	55,498.65	56,921.55	58,334.14
Step 4	59,373.89	60,789.05	62,209.37
Step 5	61,613.39	63,036.28	64,448.86
Step 6	63,855.45	65,273.19	66,690.93

July 1, 2017 - 2.50% increase

	Basic	Bachelor	Masters
Step 1	53,173.16	54,625.02	56,080.85
Step 2	55,782.02	57,231.23	58,684.42
Step 3	56,886.12	58,344.59	59,792.49
Step 4	60,858.24	62,308.78	63,764.60
Step 5	63,153.72	64,612.19	66,060.08
Step 6	65,451.84	66,905.02	68,358.20

Ten-Month (10-Month) Bilingual Liaison Coordinator:

July 1, 2015 - 2.40% increase			
	Basic	Bachelor	Masters
Step 1	39,670.07	40,753.24	41,839.37
Step 2	41,616.43	42,697.62	43,781.77
Step 3	42,440.15	43,528.24	44,608.46
Step 4	45,403.57	46,485.74	47,571.88
Step 5	47,116.12	48,204.21	49,284.43
Step 6	48,830.63	49,914.79	50,998.94

July 1, 2016 - 2.00% increase

	Basic	Bachelor	Masters
Step 1	40,463.48	41,568.31	42,676.16
Step 2	42,448.75	43,551.57	44,657.41
Step 3	43,288.95	44,398.81	45,500.63
Step 4	46,311.64	47,415.46	48,523.31
Step 5	48,058.44	49,168.29	50,270.11
Step 6	49,807.25	50,913.09	52,018.92

July 1, 2017 - 2.50% increase

	Basic	Bachelor	Masters
Step 1	41,475.06	42,607.51	43,743.06
Step 2	43,509.97	44,640.36	45,773.85
Step 3	44,371.17	45,508.78	46,638.14
Step 4	47,469.43	48,600.85	49,736.39
Step 5	49,259.91	50,397.51	51,526.86
Step 6	51,052.43	52,185.92	53,319.40

10-month salary = 78% of 12-month salary

15B - Senior Safety Specialist - CRLS

Twelve-Month (12-Month) Employees - July 1, 2015 - 2.40% increase

	<u>Basic</u>	<u>Bachelors</u>	<u>Masters</u>
Step 1	63,416.57	64805.24	66197.72
Step 2	65,911.89	67298.03	68687.97
Step 3	66,967.94	68362.94	69747.82
Step 4	70,767.20	72154.6	73547.08
Step 5	72,962.78	74357.77	75742.66
Step 6	75,160.87	76550.82	77940.76

Twelve-Month (12-Month) Employees - July 1, 2016 - 2.00% increase

	<u>Basic</u>	<u>Bachelors</u>	<u>Masters</u>
Step 1	64,684.90	66,101.35	67,521.67
Step 2	67,230.13	68,643.99	70,061.73
Step 3	68,307.30	69,730.20	71,142.78
Step 4	72,182.54	73,597.70	75,018.02
Step 5	74,422.03	75,844.93	77,257.51
Step 6	76,664.09	78,081.84	79,499.57

Twelve-Month (12-Month) Employees - July 1, 2017 - 2.50% increase

	<u>Basic</u>	<u>Bachelors</u>	<u>Masters</u>
Step 1	66,302.02	67,753.88	69,209.72
Step 2	68,910.88	70,360.09	71,813.28
Step 3	70,014.98	71,473.45	72,921.35
Step 4	73,987.10	75,437.64	76,893.47
Step 5	76,282.58	77,741.05	79,188.95
Step 6	78,580.69	80,033.88	81,487.06