

*From the Office of the Executive Secretary to the School Committee*

**School Committee – Virtual Special Meeting**

**July 11, 2025 at 2:30 p.m.**

Broadcast from the Media Arts Studio, 454 Broadway, Cambridge for the purpose of discussing the agenda items listed below:

This meeting is expected to end on or before 3:30 p.m. Votes will be taken. There will be no public comment.

The meeting will be live-streamed at [www.cpsd.us](http://www.cpsd.us) and broadcast on Cambridge Educational Access TV (CEATV) Channel 26. The meeting can also be viewed on Zoom at <https://zoom.us/j/96081106637>. This meeting will be recorded by audio and visual devices.

**AGENDA**

**1. Superintendent's Agenda:**

The Interim Superintendent will provide brief introductory comments on the administration's request for this special meeting to seek the school committee's approval on a series of contracts and vendor agreements for FY 26 that were processed subsequent to the school committee's final regular meeting of the 2024 - 2025 school year, including the finalization of the tentative agreement on working conditions within the expanded learning time program at the Fletcher Maynard Academy and the Martin Luther King, Jr. Schools.

**2. Consent Agenda**

- **#25-185** Recommendation: Approval of the Agreement Between the Cambridge School Committee & Cambridge Education Association Regarding the Extended Learning Time at Fletcher Maynard Academy and the Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy
- **#25-186** Recommendation: Approval of the Agreement Between the Cambridge School Committee & Cambridge Education Association Regarding Moving of School Staff to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the Upcoming 2025-2026 School Year
- **#25-187** Recommendation: Day & Residential Program Services not Available from the Cambridge School Department
- **#25-188** Recommendation: Contract Award: Scoreboard Enterprises, Inc.: Daktronics Scoreboard for Russell Field
- **#25-189** Recommendation: Grant Award: FY25 Circuit Breaker (SC25776) - Increase



July 11, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy

- Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy.
- Description: This is a resolution of issues related to the terms and conditions of employment for members of Cambridge Education Association Units A, B, D and E working at the Fletcher Maynard Academy and Martin Luther King, Jr. School with respect to the expanded learning time programs at each of the schools effective as of the 2025-2026 school year.
- Supporting Data: Attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding extended learning time at the Fletcher Maynard Academy and Martin Luther King, Jr. School and non-contractual side letter regarding professional learning in August 2025 at the Fletcher Maynard Academy.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "D. Murphy", is written over the typed name.

David Murphy  
Interim Superintendent of Schools

**Agreement between the Cambridge School Committee and the Cambridge Education Association  
Regarding Extended Learning Time at Fletcher Maynard Academy  
and the Martin Luther King, Junior School ("the Agreement")**

This Agreement is entered into by and between the Cambridge Education Association and the Cambridge School Committee as of June \_\_\_\_\_, 2025.

WHEREAS, the School Committee has decided that the Expanded Learning Time Program will continue at the Fletcher Maynard Academy and the Martin Luther King, Jr. School in the 2025-2026 school year;

WHEREAS, the current collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B, Article 5, Section B-7, Subsection 4 states, in pertinent part, that:

If, as a result of the community process in the spring and fall of 2024, the School Committee decides to keep one or both ELT schools but makes changes to the existing hours for the 2025-2026 school year, the School Committee and the CEA will bargain any effects on the terms and conditions of employment of CEA Unit A members working at the affected ELT school(s).

WHEREAS, the Cambridge Education Association and the Cambridge School Committee have met in an effort to bargain any effects on the terms and conditions of employment of CEA Units A, B, D and E members working at the Fletcher Maynard Academy and the Martin Luther King, Jr. School with respect to the expanded learning time program ("ELT") at each of the schools effective as of the start of the 2025-2026 school year; and

NOW THEREFORE, in consideration of mutual promises and covenants, the receipt and sufficiency of which are hereby acknowledged, the Cambridge Education Association and the Cambridge School Committee hereby agree as follows:

**Work Hours**

1. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that by April 18, 2025, the Cambridge School Committee shall share a list of the preliminary start and end time for each Cambridge Education Association Unit A, B and E positions and building substitute positions, who are members of Unit D, at the Fletcher Maynard Academy and Martin Luther King, Jr. School, including the union member assigned to each of these positions for the 2025-2026 school year, and that an updated list for the 2025-2026 school year will be provided to the Cambridge Education Association by no later than May 1, 2025.
2. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that effective as of the start of the 2025-2026 school year that all Unit A, D and E positions at the Fletcher Maynard Academy and Martin Luther King, Jr. School will either be Expanded Learning Time Positions or Contractual Time Positions. A listing of the Expanded Learning Time Positions and the Contractual Time Positions along with start times for these positions for the 2025-2026 school year is attached hereto as **Attachment 1**.

The Cambridge School Committee and Cambridge Education Association further acknowledge and

agree that Unit A Expanded Learning Time positions assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School shall be required to work eight hours and twenty-five minutes on days when students are in the building for eight (8) hours; that all Unit E Expanded Learning Time positions assigned to either Fletcher Maynard Academy or Martin Luther King, Jr. School shall be required to work eight hours and thirty minutes on days when students are in the building for eight (8) hours ("Expanded Learning Time Positions") or be seven hour positions ("Contractual Time Positions"). The Cambridge School Committee and the Cambridge Education Association also acknowledge and agree that building substitute positions assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School that are designated as Expanded Learning Time Positions shall be required to work eight hours and twenty-five minutes on days when students are in the building for eight (8) hours ("Expanded Learning Time Positions").

3. The student school day at the Fletcher Maynard Academy and Martin Luther King, Jr. School shall be eight (8) hours on Monday, Tuesday, Thursday and Friday and six (6) hours on Wednesday. All Unit A, D and E positions at the Fletcher Maynard Academy and Martin Luther King, Jr. School will be required to start fifteen minutes prior to the start time for students on Wednesdays given that it is an early release day for students on those days and to remain after students are dismissed on early release days to engage in professional learning in accordance with the terms of the applicable collective bargaining agreements between the Cambridge School Committee and Cambridge Education Association, as then in effect. All Contractual Time positions shall start at one of three times on Monday, Tuesday, Thursday and Friday (the start time shall be the same for all of these days):
  - a. Fifteen (15) minutes prior to the school day;
  - b. Fifteen (15) minutes after the start of the school day; or
  - c. Seventy-five (75) minutes after the start of the school day.

Such times may be amended for an individual unit member by mutual agreement between the Superintendent or designee, the unit member and the CEA. Nothing in the preceding sentence alters the management rights of the Cambridge Public Schools with respect to the determining the start times for any positions. Furthermore, all Unit A, D and E positions at these schools will be required to start fifteen minutes prior to the start time for students on the three (3) "4-Hour School days" (i.e., Day before Thanksgiving Break, Day before Winter Break and Last Day of School Year) during the course of the school year.

4. The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that the Cambridge Public Schools may, in its sole discretion, make adjustments in the work hours and schedules for any of these positions at these schools in a subsequent school year based on the needs of students and/or school district at either or both schools. Such changes will be limited to whether a position is an Extended Learning Time or a Contractual Time position and if a Contractual Time position, to the three start times described above in paragraph 3 of this Agreement. Nothing in this preceding sentence alters any other provisions of applicable collective bargaining agreements with respect to the assignment of unit members. Input will be sought from the impacted unit member prior to notification of any such change being provided. The School Committee agrees it will consider the professional opinion of the impacted educator prior to proposing any such changes and shall make all practicable efforts to avoid disruption of student experience and the impacted educator's professional life. Notification of any such changes will be provided to the Cambridge Education Association and any impacted member by no later than February 15<sup>th</sup> in the school year preceding the change. In the event that the impacted member is unable to continue in the role assigned to them based on changed work

start and/or end times, they will notify the Office of Human Resources by no later than March 15th and they will be afforded the advance provision of postings and the interview processes detailed below in accordance with the provisions of paragraphs 15 and 17 of this Agreement.

5. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that all day-to-day substitutes and general substitutes, who are members of Unit D, who are assigned to work at either the Fletcher Maynard Academy or Martin Luther King, Jr. School shall work the hours and the schedule (see paragraph 3 above) of the position for which they are covering. In other words, and by way of example, if the position for which they are covering is a six hour and fifty-five minute position that starts seventy-five (75) minutes after the starting time established for students, then the day-to-day substitute or extended term substitute shall work six hours and fifty-five minutes and shall start seventy-five (75) minutes after the starting time established for students; or if the position for which they are covering is an eight hour and twenty-five minute position, then the day-to-day substitute or extended term substitute shall work eight hours and twenty-five minutes. (See paragraph 3 above.)

### **Compensation**

6. The Cambridge School Committee and the Cambridge Education Association acknowledge that salary for Unit A members for a full Expanded Learning Time Position at Fletcher Maynard Academy or Martin Luther King, Jr. School will be paid an additional 13% on their regular salary.
7. Unit B Assistant Principals assigned to the Fletcher Maynard Academy and Martin Luther King, Jr. School will receive a stipend in the amount of \$10,000.00 (ten thousand dollars) in the 2025-2026 school year which shall be subject to the negotiated cost of living increases thereafter.
8. The Unit D daily rate for Unit D members assigned to either the Fletcher Maynard Academy or Martin Luther King, Jr. School will be increased proportionally for any work day with more than seven (7) assigned work hours. The actual work hours shall be included in all job postings. If a member of Unit D assigned to either the Fletcher Maynard Academy works over forty (40) hours in any given week, the Unit D member will be paid time and a half for hours in excess of forty (40).
9. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit E positions at the Fletcher Maynard Academy or Martin Luther King, Jr. School which are designated as Expanded Learning Time Positions will be 8 hour and thirty minute positions on the days when students are in the building for eight (8) hours and are paid on the eight hour salary schedule set forth in the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Unit E. If a Unit E member works more than forty (40) hours in any given week, the Unit E member will be paid time and a half for hours in excess of forty (40).

10. Should a Unit E member perform the duties of a teacher (planning and implementing lessons) during Expanded Learning Time they will be compensated at the Step 1 Bachelor or Step 1 Master's hourly rate of the Unit A salary chart as then in effect, per their individual education level, during those hours in lieu of their regular hourly rate.

### **Preparation and Break Time**

11. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that any Unit A member assigned to a full Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School will be granted twenty (20) minutes of daily, uninterrupted, duty free preparation time on all school days of 8 hours duration, in addition to the preparation time set forth in Article 5 D-2(a) of the collective bargaining agreement between the Cambridge Education Association Units A&B and the Cambridge School Committee as then in effect. It is understood and agreed between the Association and the Committee that this additional duty free preparation time may not be contiguous to the daily, duty free preparation time provided to the teacher in accordance with the provisions of Article 5 D-2(a) of the collective bargaining agreement between the Cambridge Education Association Units A&B and the Cambridge School Committee as then in effect.

Additionally, the Principals of the Fletcher Maynard Academy and the Martin Luther King, Jr. School will provide Unit A classroom teachers assigned to Expanded Learning Time Positions, to have in their weekly schedules at least two (2) additional non-teaching blocks for the purpose of engaging in administratively-directed professional activities related to their practice (i.e. grade-level team meetings, coaching meetings, common planning time, IEP meetings, consultations with special educators and/or teachers of English as a second language, etc.) representing not fewer than 90 minutes cumulatively during a full (five day) week. These non-teaching blocks will be in addition to the duty-free preparation time contemplated by this provision as well as the duty-free preparation time contemplated by the collective bargaining agreement and will be allocated either via three (3) thirty (30) minute periods or two (2) forty-five (45) minute periods per week.

Additionally, the Principals of the Fletcher Maynard Academy and the Martin Luther King, Jr. School will make reasonable efforts for Unit A classroom teachers assigned to Expanded Learning Time Positions, when practicable, to have in their weekly schedules one more additional non-teaching block for the purpose of engaging in administratively directed professional activities related to their practice (i.e., grade-level team meetings, coaching meetings, common planning time, IEP meetings, consultations with special educators and/or teachers of English as a second language, etc.). This non-teaching block will be in addition to the two (2) additional non-teaching blocks, the duty-free preparation time contemplated by this provision as well as the duty-free preparation time contemplated by the collective bargaining agreement.

Both schools will hold staff forums in October, November, December, March, and May, during contractual hours, or paid at the professional development rate, about how the ELT program and schedule is working and what changes, if any, need to be made. If these forums are held outside of the contractual work hours, no more than ten (10) Unit A members from each respective school, will be eligible to be paid at the professional development rate, provided that at least five such members at each respective school will be chosen by the CEA. The December staff forum will only be held if substantial changes are determined by the Superintendent (see paragraph 23 below). Additionally, any or all forums may be cancelled by mutual agreement between the Superintendent and CEA President.

These forums will include the opportunity for anonymous educator feedback from all Fletcher Maynard Academy and Martin Luther King, Jr. staff, sharing of educator feedback from previous forums and/or

surveys, and a clear articulation of responses to the feedback. School and District leadership will be present at each forum and a summary of the discussion will be shared with the staff, CEA President, and Superintendent.

12. Any Unit D member assigned to substitute for a Unit A Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School for the full school day will be granted the same preparation and non-teaching blocks per the schedule of the Unit A member for whom they are substituting.
13. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that any Unit E member assigned to an Expanded Learning Time position at the Fletcher Maynard Academy or Martin Luther King, Jr. School will be granted at least three (3) ten (10) minute uninterrupted breaks each day. The timing of said break shall be established at the discretion of the Unit E member's supervisor.

#### **Transfer and Reassignment of Staff**

14. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that Unit A and E members of the Cambridge Education Association currently assigned to either the Fletcher Maynard Academy or the Martin Luther King, Jr. School who are unable to continue in the role assigned to them based on changed work start and/or end times will notify the Office of Human Resources by no later than two weeks after the date of this agreement is signed by both parties. The member may withdraw their notification and return to their current position until such date. For the remainder of this section of this agreement (paragraphs 15 through 18), these members will be referred to as "impacted members." The impacted member's current position at either the Fletcher Maynard Academy or the Martin Luther King, Jr. School will not be posted prior to two weeks after the date this agreement is signed by both parties.
15. To the extent feasible and practicable, the Cambridge School Committee and the Cambridge Education Association also acknowledge and agree that impacted members will, through August 15, 2025, be provided with postings for vacant positions at least one week in advance of the postings for such positions being distributed to all Cambridge Public Schools staff. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that from May 15, 2025 onwards, impacted members who have already been assigned to a new position for the 2025-2026 school year will no longer receive advance notice of posting of positions for the 2025-2026 school year and will be considered voluntary transfers. As part of the process, impacted members will have an opportunity to speak with a building administrator and visit the school. If recommended by the principal of the school where the vacancy is and approved by the Superintendent, the impacted member shall be transferred into the vacant position. No other applicants shall be appointed during this one week advance posting period unless (i) there is an immediate vacancy during or within ten (10) days of the start of the school year except if another individual is transferred into the position as a result of an involuntary transfer, or (ii) the provisions of another memorandum of agreement between the Cambridge School Committee and the Cambridge Education Association apply. The Cambridge School Committee and the Cambridge Education Association further acknowledge and agree that this provision shall not be construed or interpreted as a violation of any provisions of the collective bargaining agreements between the parties.
16. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that by no later than May 27, 2025, a survey will be conducted of all impacted members to

identify their current certifications/areas of licensure, current position, preferred grade and position, preferred length of day and start time. The Cambridge School Committee and Cambridge Education Association also agree that the Office of Human Resources will track the placement of the impacted members and will update the Cambridge Education Association President as to the status of placements of the impacted members on June 2, 2025 and again on June 30, 2025. The Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the final decision with respect to the assignment of impacted members rests with the Superintendent or designee.

17. The Cambridge School Committee and Cambridge Education Association acknowledge and agree that impacted members may, upon the member's request, interview during the ten (10) day posting period for any positions that are posted for the 2026-2027 school year for which they are qualified. To the extent feasible and practicable, as part of this process, they will have an opportunity to speak with a building administrator and visit the school. If recommended by the principal of the school where the vacancy is and approved by the Superintendent, the impacted member shall be transferred into the vacant position. To the extent feasible and practicable, no other applicants shall be appointed during this one week advance posting period unless there is an immediate vacancy during or within ten (10) days of the start of the school year.
18. As of three (3) weeks after the signing of this agreement by both parties, the Cambridge Public Schools will share with the President of the Cambridge Education Association a list of impacted members who hold professional teacher status and who have not been assigned to a position for the 2025-2026 school year and the Cambridge School Committee and the Cambridge Education Association acknowledge and agree that the Superintendent of Schools or designee will consult with the President of the Cambridge Education Association regarding this list. Following this consultation, CEA Unit A members on this list shall be provided a list of at least five (5) comparable positions as defined by the Unit A members current and valid licensure and certification that are available chosen by the Superintendent and shall be afforded the opportunity to rank their preference among those five positions and have an opportunity to speak with the building administrators and visit the schools in order of preference. If after speaking with the building administrator and visiting the school the CEA Unit A member wants the position and is recommended by the principal of the school and approved by the Superintendent, the CEA Unit A member will be transferred to that position. If this is a one-year appointment, the Unit A member would be able to seek a position for the 2026-2027 school year in accordance with the provisions set forth above in paragraph 17 of this Agreement. If through the provisions of paragraph 18 of this Agreement the Unit A member is not able to secure a permanent position by May 15, 2026, they will be considered an involuntary transfer under the provisions of the collective bargaining agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B as then in effect.

**General Terms:**

19. The Cambridge Education Association and the Cambridge School Committee agree that this Agreement shall not be considered to have established a precedent and shall not be used by either party for any reason in any other proceeding, except one to enforce the terms of this Agreement.
20. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that in the event that there is a conflict between the provisions of this Agreement and the provisions of the collective bargaining agreements between the Cambridge School Committee and the Cambridge Education Association Units A&B, D and E, then the provisions of this Agreement shall



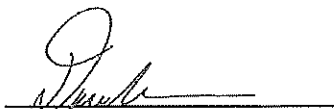
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21. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that this Agreement supersedes the provisions in collective bargaining agreements between the parties with respect to Expanded Learning Time Schools and a copy of this Agreement will be incorporated as an Appendix in the successor collective bargaining agreement between the Cambridge School Committee and Cambridge Education Association Units A&B.
22. The Cambridge Education Association and the Cambridge School Committee acknowledge and agree that bargaining obligations regarding the subjects addressed in this Agreement have been completed.
23. In the event that the district, in its sole discretion, determines not to continue or to significantly modify an expanded learning time program at either the Fletcher Maynard Academy and/or Martin Luther King, Jr. School or to move an expanded learning time program to another school, the Cambridge Public Schools will notify the Cambridge Education Association by no later than November 30<sup>th</sup> as to any proposed changes for the upcoming school year. Additionally, the Cambridge School Committee and Cambridge Education Association will bargain any effects on the terms and conditions of employment of Cambridge Education Association members working at the affected school, and the parties agree to commence bargaining within one (1) month with respect to any proposed changes for the upcoming school year. In the event a vote is not taken by November 30 or bargaining is not initiated within one (1) month of the decision, Expanded Learning Time shall continue under the conditions described under this agreement and in the collective bargaining agreements for at least the subsequent school year.

WHEREFORE, the Association and the Committee have caused this Agreement to be executed by their duly authorized representative as of the date set forth above.

CAMBRIDGE EDUCATION ASSOCIATION

CAMBRIDGE SCHOOL COMMITTEE



Daniel Monahan  
President

\_\_\_\_\_  
Katherine Christo  
Executive Secretary

Date: 6/30/2025

Date: \_\_\_\_\_

Order Number:

CAMBRIDGE PUBLIC SCHOOLS

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David Murphy  
Interim Superintendent of Schools

CITY OF CAMBRIDGE

Yi-An Huang  
City Manager

Approved as to Form:

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Megan B. Bayer, Esq.  
City Solicitor

## ATTACHMENT 1

UPDATE: April 30, 2025

	Full ELT Day** (8 hrs 25 minutes)	CEA Contractual Day (15 minutes before the start of the student day)	CEA Contractual Day (15 minutes after the start of the student day)	CEA Contractual Day (75 minutes after the start of the student day)
<b>FMA</b>	Classroom teachers Push-in/pull-out (ESL/OSE) teachers Paraprofessionals Interventionists Administrators Building Substitutes School psychologist(s) Social Workers Adjustment Counselors Instructional Coaches Inclusion Specialist Behavior Specialist		SLPs OTs PTs	Special Subjects (Art, Music, Spanish, P.E., Library, Tech, etc.)
<b>MLK</b>	Classroom teachers Social worker Administrators Building Substitutes PreK and K paraprofessionals Paraprofessionals (three)*	Interventionists Related service providers Adjustment Counselor Push-in/pull-out (ESL/OSE) teachers Specials teachers Instructional coaches Paraprofessionals (except as noted)*		Ni Hao teachers

\*Note the distinction within the classification of this position referenced above.

\*\*All staff will start at the traditional start time on Wednesdays given the early release of students on those days.

### **Non-Contractual Side Letter regarding August 2025 professional learning**

The Cambridge Public Schools and the Association share a commitment to ensuring that educators at FMA are equipped with the skills and knowledge they need to contribute to a successful redesign effort. As such, the CEA will invoke its contractual prerogative to require a key set of educators to attend three days of mandatory professional learning during three days in August (8/19, 8/20 & 8/21) from 8:30 AM to 3:00 PM. This three-day training will focus on the integration of Wayfinder and Responsive Classroom and will better situate the FMA to implement a systematic approach to supporting positive student engagement and responding effectively to behaviors that interfere with learning. In accordance with the provisions of Article B-5 C-2 of the collective bargaining agreement between the Cambridge School Committee and Cambridge Education Association Units A&B notification advance notification of this training is being provided.

This training will be required of:

- Unit A General Education Classroom Teachers; and
- Unit A Special Subjects Teachers (e.g. Music, Art, Physical Education, World Language, Library, etc.).

In recognition of the importance of this professional development will have in supporting the FMA's efforts to implement a systematic approach to support positive student engagement and preventing behaviors that interfere with learning as part of the school community's redesign efforts, the Cambridge Public Schools will make the following accommodations:

- In addition to the \$900 (\$40/hr for 22.5 hours) to which Unit A members would otherwise be entitled for their participation under the CBA, CPS will offer an additional \$100 (for a total of \$1,000) if the Unit A member completes the full three-day training.
- CPS will hold harmless educators noted above who have pre-existing conflicts if they can demonstrate that their conflicts pre-date the adoption of this side letter. Any such educator would be required to participate in this training in June 2026.

Unit A members who opt to participate in the August 2025 training will be paid at the rate noted above. Unit E and/or Unit D members who opt to participate will be paid at their contractual rate, plus \$100 for those who complete the full three-day training.

Educators who work in the SCALE program, as well as those who work 11-month schedules, will be offered role-specific training in June 2026 and will not be expected to participate in the August 2025 training noted in this side letter.

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WHEREFORE, the Association and the Committee have caused this Non-Contractual Side Letter to be executed by their duly authorized representative as of the date set forth above.

CAMBRIDGE EDUCATION ASSOCIATION  
COMMITTEE



Daniel Monahan  
President

Date: 6/30/2025

CAMBRIDGE SCHOOL

\_\_\_\_\_  
Katherine Christo  
Executive Secretary

Date: \_\_\_\_\_

\_\_\_\_\_  
Order Number:

CAMBRIDGE PUBLIC SCHOOLS



David Murphy  
Interim Superintendent of Schools

CITY OF CAMBRIDGE

Yi-An Huang  
City Manager

Approved as to Form:

\_\_\_\_\_  
Megan B. Bayer, Esq.  
City Solicitor



July 11, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Agreement between the Cambridge School Committee and the Cambridge Education Association regarding moving of school staff to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the upcoming 2025-2026 school year

- Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding moving of school staff to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the upcoming 2025-2026 school year.
- Description: This is a resolution of issues related to the moving of school staff, including classroom teachers, to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the upcoming 2025-2026 school year.
- Supporting Data: Attached agreement between the Cambridge School Committee and the Cambridge Education Association regarding moving of school staff to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the upcoming 2025-2026 school year.

Respectfully submitted,

  
David Murphy  
Interim Superintendent of Schools

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

This Agreement is entered into between the City of Cambridge, a political subdivision and municipal corporation of the Commonwealth of Massachusetts with an office located at City Hall, 795 Massachusetts Avenue, Cambridge, Massachusetts 02139, by and through its School Department and School Committee ("Committee") hereinafter collective referred to as the "City" and the Cambridge Education Association ("Association") as a resolution of issues related to the moving of school staff, including classroom teachers, to the Tobin Montessori School and Darby Vassall Upper School from the Longfellow and Kennedy Longfellow Buildings for the upcoming 2025-2026 school year.

WHEREAS, duly authorized representatives of the Parties have met in an effort to resolve concerns regarding the moving of school staff, including classroom teachers from the Longfellow and Kennedy Longfellow Buildings to the Tobin Montessori School and Darby Vassall Upper School for the upcoming 2025-2026 school year.

NOW THEREFORE, in consideration of mutual promises and covenants, and the agreement of the Parties hereto and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Association and the City hereby agree as follows:

1. The Committee and the Association acknowledge and agree that each Unit A member at the Darby Vassall Upper School and Tobin Montessori Elementary School has to pack their classroom or office by no later than the close of business on Friday, June 27, 2025 and to set up a new classroom or office prior to the start of the 2025-2026 school year. These Unit A members will be paid a one-time payment of \$1,250.00 (one thousand two hundred fifty dollars), less appropriate federal and state tax withholdings. Such payment to be paid in two installments. The first payment to be paid in July 2025 and the second payment to be paid in October 2025, if the CEA member is at that point in time an employee of the Cambridge Public Schools. Crates will be available to members for packing by no later than Monday, June 2, 2025 and teachers will have access from that day on a schedule agreed to by their principal. The June 27, 2025 deadline for Unit A members who are required to attend professional development on June 25, 2025 through June 27, 2025 will be extended to July 3, 2025.

In addition, current Unit A members who get reassigned to the Darby Vassall Upper School and/or Tobin Montessori Elementary School between June 25, 2025 and September 2, 2025 for the 2025-2026 school year and who are required to unpack crates and materials that were delivered to relocated classrooms at either of these two schools in connection with the set up of a classroom or office will be paid \$625.00 (six hundred twenty-five dollars), less appropriate federal and state tax withholdings. This payment will be paid in October 2025, if the CEA member is at that point in time an employee of the Cambridge Public Schools. The principal, in their sole discretion, may assign other appropriate staff, who may or may not be members of the Association, to support the packing and/or unpacking of crates and materials. The Committee and the Association acknowledge and agree that this is a one-time only payment and does not apply to future classroom opening or relocations within either or both of the Darby Vassall Upper School and/or Tobin Montessori Elementary School. In the event a new CEA Unit A member is hired by the Cambridge Public Schools and assigned to either the Darby Vassall Upper School and/or Tobin Montessori Elementary School during the summer of 2025, the



respective school principal will consult with the CEA representative in the building prior to determine whether or not the newly hired CEA Unit A member is responsible for unpacking their classroom or office such that the individual would be eligible for the proportional share (\$625.00) of the move-in stipend. Eligibility for the stipend shall not be unreasonable withheld in the event there are unpacking responsibilities the befall the newly hired educator.

Crates will be delivered to relocated classrooms by no later than Thursday, August 21, 2025, and so long as a certificate of occupancy has been issued by that date teachers will have access by no later than August 21, 2025 on a schedule agreed to by the school principal. If the school department has access to the building prior to August 21, 2025 due to a certificate of occupancy being issued and crates have been delivered to the building, then the school department will notify Unit A members at the Darby Vassall Upper School and Tobin Montessori School so that teachers may have access on a schedule agreed to by the school principal.

The school department will update the CEA president on the status of the issuance of the certificate of occupancy at the end of the first week of August 2025 and weekly thereafter until it is issued.

In addition, Unit A members that have a high volume of materials to pack or unpack may request support from the principal. The principal, in their sole discretion, will either provide release time during the work day for the Unit A member or assign other appropriate staff, who may or may not be members of the Association, to support the packing and/or unpacking of materials.

The Association further acknowledges and agrees that payments made pursuant to this Agreement shall not be pensionable and that all tax liability each union member who receives a payment pursuant to this paragraph of the Agreement may incur is solely the union member's responsibility and that each union member each will pay all such taxes and hold the City harmless from any liability it may incur to any taxing authority arising out of any failure by each of them or anyone acting on each of their behalves to pay taxes incurred or due because of the payments made under this Agreement.

2. The Committee and the Association acknowledge and agree that all Unit A members at the Darby Vassall Upper School and Tobin Montessori Elementary School are expected and required to have their classrooms or offices set up by no later than the first day of school that students are in session and all Unit A members are expected and required to begin teaching on the first day of school that students are in session in the new locations/buildings for the 2025-2026 school year.

The Principal will be asked to check with teachers at the school to determine if there are any extenuating circumstances that would result in a classroom teacher being unable to comply with this schedule. Any such issue will be brought to the attention of the Principal for resolution.

3. The Committee and the Association acknowledge and agree that Unit C and Unit E members and building substitutes, who are member of Unit D, who in the Principal's sole discretion are authorized by the Principal to work in excess of their regular schedule but under a maximum of forty (40) hours per week in connection with the moving of school staff for the 2025-2026 school year will be paid for such additional hours at their hourly rate of pay as set forth in the collective bargaining agreement between the parties as then in effect, and the unit

member works more than forty (40) hours in any given week, the unit member will be paid time and a half for hours in excess of forty (40).

4. Subject to prior approval of the principal, all Unit D Extended Term Substitutes at the Darby Vassall Upper School and Tobin Montessori Elementary School not returning in September 2025 will be paid one additional day for packing their room or work area. Subject to prior approval from the principal, Unit D Extended Term Substitutes at the Darby Vassall Upper School and Tobin Montessori Elementary School will be paid one additional day if they unpack their room or work area prior to the start of the school year. The principal, in their sole discretion, may assign other appropriate staff, who may or may not be members of the Association, to support the packing and/or unpacking of materials.

5. All Unit C, D and Unit E members at the Darby Vassall Upper School and Tobin Montessori Elementary School, 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 for the 2025-2026 school year.

The Principal will be asked to check with Unit C, D and E members at the school to determine if there are any extenuating circumstances that would result in a unit member being unable to comply with this schedule. Any such issue will be brought to the attention of the Principal for resolution.

6. 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.

7. The Parties 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.

8. The signatories to this Agreement are authorized to bind their principals, and the Agreement will become effective upon signature by all Parties.

9. This Agreement shall be deemed to be made and entered into in the Commonwealth of Massachusetts and shall in all respects be interpreted, enforced and governed under the laws of said Commonwealth. Should any non-material provision of this Agreement be declared or be determined by any court of competent jurisdiction to be illegal or invalid, the validity of the remaining parties, terms or provisions shall not be affected thereby and said illegal or invalid part, term or provision shall be deemed to be severable from the remainder of the Agreement.

10. This Agreement sets forth the entire agreement between the Parties and fully supersedes any and all prior agreements or understandings between the Parties. This Agreement may be amended, revoked, changed or modified only upon a written agreement executed by each of the Parties hereto.

11. 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, signatures delivered via e-mail, facsimile, PDF or other electronic means shall be accepted as originals.

WHEREFORE, the City of Cambridge and the Cambridge Education have caused this Agreement to be executed by their duly authorized representatives this \_\_\_\_ June 2025.

CAMBRIDGE EDUCATION ASSOCIATION



Daniel Monahan  
President

CAMBRIDGE SCHOOL COMMITTEE

Katherine Christo  
Executive Secretary

Order Number

Date

CITY OF CAMBRIDGE

Yi-An Huang  
City Manager

Approved as to form:

Megan B. Bayer  
City Solicitor

# CAMBRIDGE PUBLIC SCHOOLS

135 Berkshire Street, Cambridge, Massachusetts 02141

25-187



July 11, 2025

THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE

CONTRACT AWARD: Day & Residential Program Services not available from the Cambridge School Department.

RECOMMENDATION: That the School Committee award contracts to the institutions on the attached list in amounts not to exceed the shown rates, having been approved by the Operational Services Division of the Commonwealth of Massachusetts, funds to be provided from the general fund and/or grant fund budget.

DESCRIPTION: SY25-26 Placement of students in private schools for implementation of educational plans in accordance with Chapter 766.

	#	Amount
Day Program Tuition Contracts:	97	\$12,328,644.45
Residential Program Tuition Contracts	13	\$4,474,975.39
45 Day Program Contracts:		
Total	110	\$16,803,619.84

SUPPORTING DATA: RULES OF THE SCHOOL COMMITTEE: Chapter III, Section 12..." motions calling for the appropriation or expenditure of money shall require the affirmative vote of four members."

BUDGET REFERENCES:

ACCOUNT:	53201	Tuition
FUND:	15000/25000	General Fund/Grant Fund
ORG:	850372/850374	OSS Day & Residential Tuition
PROJ/GRANT:	SC26776/SC26605	Circuit Breaker/IDEA

Attached Tuition Budget Status Report

Respectfully submitted,

  
David Murphy

Interim Superintendent of Schools

## Tuition Contract Budget Status Report

### I. Budget Summary

Fund	Org	Account	Description	Amount
15000	850372/850374	53201	General Fund Allocation	7,086,031.00
25000	850372/850374	53201	Estimated Grant Fund Allocation	2,500,000.00
25000	850372/850374	53201	Estimated Circuit Breaker Allocation	9,565,392.00
<b>Total FY 25 Budget</b>				<b>19,151,423.00</b>

Prior Contract Commitments

Adjustments

Current Recommendation

**Total Contract Commitments**

67,207.61

16,803,619.84

16,870,827.45

**Balance Remaining (Budget - Commitments)**

**2,280,595.55**

### II. Contract Commitments--Cost

Type	Previous	Adjustments*	Current Recommendation	Total Contract
Day			12,328,644.45	12,328,644.45
Residential			4,474,975.39	4,474,975.39
45 Day		67,207.61		67,207.61
Parent Settlements				-
<b>Total Cost</b>	<b>-</b>	<b>67,207.61</b>	<b>16,803,619.84</b>	<b>16,870,827.45</b>

### III. Placements--Number of Students

Type	Previous	Adjustments*	Current Recommendation	Total # of Students
Day			97	97
Residential			13	13
45 Day		3		3
Parent Settlements				0
<b>Total Active</b>		<b>3</b>	<b>110</b>	<b>113</b>

\*Adjustments: Contract cancellations and revisions; new contracts costing less than \$25K; increases to contracts less than \$25K and Parent Settlements.

Day	
School	Annual
Arlington Academy	\$97,108.98
Beacon High School	\$78,799.62
Boston College Campus School	\$124,165.67
Boston Higashi School	\$104,927.92
Brandon Residential Treatment Center	\$107,657.15
Brandon Residential Treatment Center	\$107,657.15
Brandon Residential Treatment Center	\$107,657.15
Clearway School	\$82,590.90
Clearway School	\$82,590.90
Clearway School	\$82,590.90
Clifford Academy	\$124,592.37
CNS Pathways Academy	\$141,053.51
CNS Pathways Academy	\$141,053.51
Compass	\$117,650.63
Cotting School	\$129,824.66
Cotting School	\$119,501.60
Cotting School	\$129,824.66
Farr Academy	\$131,933.00
Farr Academy	\$131,933.00
FL Chamberlain School	\$135,730.38
Gifford School	\$93,389.96
Gifford School	\$93,389.96
Italian Home for Children	\$113,680.37
Italian Home for Children	\$113,680.37
Italian Home for Children	\$113,680.37
JRI Bay Cove Academy	\$103,894.09
JRI Bay Cove Academy	\$103,894.09
JRI Bay Cove Academy	\$103,894.09
JRI Bay Cove Academy	\$103,894.09
JRI Victor School	\$76,521.30
JRI Victor School	\$76,521.30
JRI Victor School	\$76,521.30
Judge Baker Children's (Manville)	\$155,106.40
Judge Baker Children's (Manville)	\$155,106.40
Judge Baker Children's (Manville)	\$212,546.40
Judge Baker Children's (Manville)	\$142,766.69
Judge Baker Children's (Manville)	\$142,766.69
Kennedy Day School	\$133,788.27
Kennedy Day School	\$187,176.27
Kennedy Day School	\$66,894.14
Kennedy Day School	\$187,176.27
LABBB Collaborative	\$85,979.00

LABBB Collaborative	\$96,996.00
LABBB Collaborative	\$85,979.00
LABBB Collaborative	\$96,996.00
LABBB Collaborative	\$155,166.00
Lighthouse School	\$136,630.34
Lighthouse School	\$136,630.34
Lighthouse School	\$136,630.34
Lighthouse School	\$136,630.34
Little People's School	\$92,271.59
Little People's School	\$92,271.59
Little People's School	\$92,271.59
Little People's School	\$92,271.59
May Institute: Randolph	\$226,828.51
Melmark	\$240,845.59
Melmark	\$240,845.59
Melmark	\$240,845.59
Milestones	\$156,285.53
Nashoba Learning Group	\$148,243.30
Nashoba Learning Group	\$148,243.30
Nashoba Learning Group	\$148,243.30
New Directions School	\$172,879.77
New England Academy	\$86,621.43
New England Academy	\$86,621.43
New England Center for Children (NECC)	\$162,715.08
New England Center for Children (NECC)	\$162,715.08
New England Center for Children (NECC)	\$162,715.08
New England Center for Children (NECC)	\$162,715.08
New England Center for Children (NECC)	\$162,715.08
North River Collaborative	\$47,765.50
Northshore Education Consortium	\$64,350.09
Perkins School for the Blind	\$177,333.12
Perkins School for the Blind	\$177,333.12
Perkins School for the Blind	\$114,934.98
Perkins School for the Blind	\$229,869.95
Perkins School for the Blind	\$265,135.97
Perkins School for the Blind	\$229,869.95
Perkins School for the Blind	\$229,869.95
Perkins School for the Blind	\$229,869.95
Schools for Children (Dearborn Academy)	\$115,864.60
Schools for Children (Dearborn Academy)	\$125,615.48
Schools for Children (Dearborn Academy)	\$125,615.48
Schools for Children (Seaport Academy)	\$102,777.54
Schools for Children (Seaport Academy)	\$102,777.54

SEEM Collaborative	\$91,450.00
SEEM Collaborative	\$81,990.00
SEEM Collaborative	\$146,050.00
SEEM Collaborative	\$91,450.00
SEEM Collaborative	\$91,450.00
SEEM Collaborative	\$81,990.00
SEEM Collaborative	\$84,162.00
Seven Hills Foundation	\$33,387.94
Seven Hills Foundation	\$66,775.88
South Coast Educational Collaborative	\$14,332.50
South Shore Educational Collaborative	\$102,521.00
Walker School	\$122,166.97
<b>TOTAL</b>	<b>\$12,328,644.45</b>
<b>Residential</b>	
<b>School</b>	<b>Annual</b>
Boston Higashi	\$308,460.41
Boston Higashi	\$308,460.41
Evergreen Center	\$320,663.91
Grove School	\$172,199.03
JRI Gleanhaven	\$276,959.88
JRI Swansea Wood	\$276,959.88
MAB Community (Ivy Street School)	\$266,183.28
MAB Community (Ivy Street School)	\$327,126.64
MAB Community (Ivy Street School)	\$327,126.64
New England Center for Children	\$472,084.60
New England Center for Children	\$472,084.60
Perkins School for the Blind	\$437,137.15
Perkins School for the Blind	\$509,528.96
<b>TOTAL</b>	<b>\$4,474,975.39</b>
<b>GRAND TOTAL</b>	<b>\$16,803,619.84</b>



# CAMBRIDGE PUBLIC SCHOOLS

135 Berkshire Street, Cambridge, Massachusetts 02141

25-188



July 11, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

CONTRACT: Scoreboard

**RECOMMENDATION:**

That the School Committee approve a contract with the following vendor, funds to be provided in accordance with the budget reference listed below. Procurement procedures for this purchase have complied with Chapter 30B of the laws of the Commonwealth of Massachusetts.

<u>Contractor</u>	<u>Period of Contract</u>	<u>Amount</u>
Scoreboard Enterprises, Inc. 274 Fruit St. Mansfield, MA 02048	7/01/25 – 6/30/26	\$27,174.50

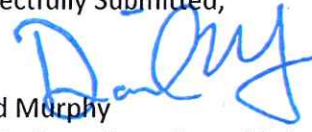
DESCRIPTION: This contract is for a Daktronics Scoreboard to be used at Russell Field

SUPPORTING DATA, RULES OF THE SCHOOL COMMITTEE: Chapter II, Section 12..." motions calling for the appropriation or expenditure of money require the affirmative vote of four members."

**BUDGET REFERENCE:**

Fund		Account		Dept.	
15000	General Fund	58501	Equipment	849901	Athletics/Athletic Supply

Respectfully Submitted,

  
David Murphy  
Interim Superintendent of Schools



July 11, 2025

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

**GRANT AWARD:** FY25 Circuit Breaker Allocation (SC25776) - INCREASE

**RECOMMENDATION:** That the School Committee accept and approve the grant award below in the amount and for the period indicated.

**Grant Amount:** \$8,368,166.00

**Period:** 10/3/2024-6/30/2026

**Source:** State

**Administrator:** Desiree Phillips

**DESCRIPTION:** The purpose of this grant is to provide reimbursement for a portion of CPS costs of educating high-needs special education students. The state is increasing the Circuit Breaker allocation for CPS by \$75,926 for FY25 funding, as well as providing supplemental transportation funds for Cambridge and other communities. The supplemental transportation increase for CPS is \$604,451 for a new total of \$8,368,166.

- The state's Special Education Circuit Breaker program reflects the district's reimbursement for prior year expenses educating high-needs special education students in excess of the per-student threshold;
- In FY24, the per-student threshold was \$51,721;
- The allocation for FY25 is based on a reimbursement rate of 75% for instruction and tuition and transportation claims made in FY24;
- The district uses Circuit Breaker to fund out-of-district tuition and transportation expenses.

**DISTRICT PLAN ALIGNMENT:** The Circuit Breaker Allocation supports the following Strategic Initiatives: 1.3 – Establish robust Multi-Tiered Systems of Support (MTSS) to support students' academic, social, emotional, and behavioral needs. 4.10 – Improve families' access to resources within and beyond CPS.

Expense Category	FY25 Budget	FY25 FTE
Permanent Salaries & Benefits	-	-
Temporary Salaries	-	-
Other Expenses	8,368,166.00	-
<b>Total</b>	<b>\$8,368,166.00</b>	<b>-</b>

**SUPPORTING DATA - RULES OF THE SCHOOL COMMITTEE:** Chapter III, Section 19, Acceptance of Grants for Expenditure. Pursuant to the provisions of M.G.L.c.44 & 53A, the Superintendent or his/her designee may submit applications for grants or gifts from federal, state, charitable foundation, private corporation or individual. Grant or gift awards for educational purposes must be submitted to the School Committee for acceptance and approval prior to expenditure.

Respectfully submitted,

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David Murphy  
Interim Superintendent of Schools