

# CAMBRIDGE PUBLIC SCHOOLS

20-225



117

135 Berkshire Street, Cambridge, Massachusetts 02141

September 15, 2020

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Incentive Pay for Non-Union Hourly Staff

**Recommendation:** That the School Committee approve an incentive pay of an additional \$5.50 (five dollars and fifty cents) per hour for hours actually worked in CPS buildings during the period of March 23, 2020 through June 5, 2020 to CPS non-union, hourly employees.

**Description:** This recommendation is in acknowledgement that some non-union who by the nature of their work had greater contact with members of the public. The incentive payment shall be made to eligible non-union hourly employees and shall be paid by no later than September 28, 2020.

Respectfully submitted,

A handwritten signature in black ink, appearing to be "KS", written over the typed name.

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

118

**Side Letter Agreement between Cambridge Professional Safety Specialists Association  
and Cambridge School Committee**

This Agreement is entered into on this \_\_\_ day of September 2020 between the Cambridge Professional Safety Specialists Association (“Safety Specialists”) and the Cambridge School Committee (“School Committee”).

WHEREAS, the School Committee and Safety Specialists have reached the following understanding regarding additional pay for the members of Safety Specialists who worked during the period of March 23, 2020 through June 5, 2020 to provide services 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, the Safety Specialists and the School Committee agree as follows:

1. Members of Safety Specialists 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) per hour 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 Safety Specialist members and shall be paid by no later than September 28, 2020.
2. The Safety Specialists agree 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:

Professional Safety Specialists Assoc.

\_\_\_\_\_  
Dosha E. Beard  
Exec. Sec. To School Committee

\_\_\_\_\_  
Alicia Barrios  
President

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

School Committee Order No. \_\_\_\_\_

Approved as to form:

CITY OF CAMBRIDGE

\_\_\_\_\_  
Nancy E. Glowa  
City Solicitor

\_\_\_\_\_  
Louis A. DePasquale  
City Manager