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August 3, 2021

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Agreement between Cambridge Professional Safety Specialists Association and the City of Cambridge Regarding Clarification to the Collective Bargaining Agreement for the period of July 1, 2021 through June 30, 2024

- Recommendation: That the School Committee ratify and approve the Agreement between the Cambridge Professional Safety Specialists Association and the City of Cambridge regarding clarification to the parties' collective bargaining agreement for the period of July 1, 2021 through June 30, 2024
- Description: This agreement clarifies the language in Article 8 regarding outside user paid detail rates, changes the reference in Article 9 from "Columbus Day" to "Indigenous Peoples Day" and adds "Juneteenth" to the list of Holidays, and reflects the agreement between the parties that the salary schedule in the collective bargaining agreement shall be set forth as an hourly rate as opposed to an annualized salary.
- Supporting Data: A copy of the Agreement between the Cambridge Professional Safety Specialists Association and the City of Cambridge is attached.

Respectfully submitted,

Victoria L. Greer, Ph.D.  
Interim Superintendent of Schools

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**Agreement between Cambridge Professional Safety Specialists Association  
and City of Cambridge Regarding Clarification to Collective Bargaining Agreement for the  
period of July 1, 2021 through June 30, 2024**

This Agreement is entered into on this \_\_\_ day of July 2021 between the Cambridge Professional Safety Specialists Association (“Safety Specialists”) and the City of Cambridge (“City”), by and through its School Department and the Cambridge School Committee (hereinafter collectively referred to as the “Parties”).

WHEREAS, the City and Safety Specialists have met to discuss several clarifications to the collective bargaining agreement for the period of July 1, 2021 through June 30, 2024;

NOW THEREFORE, in consideration of good and valuable consideration, the sufficiency and receipt of which are hereby acknowledged, the Safety Specialists and the City agree as follows:

1. The Parties agree that the current language of Article 8 Working Hours/Year, Section H(c) with respect to outside user detail rates shall be deleted in its entirety and the following inserted in its place:

Additionally, effective July 1, 2021, 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 at time and a half of the unit member’s hourly salary rate for Mondays through Saturdays and double time of the unit member’s hourly salary rate for Sundays and Holidays.

2. The Parties agree that the words “Columbus Day” in Article 9 Holidays shall be deleted and the words “Indigenous Peoples Day” inserted in its place and the word “Juneteenth” shall also be added to the list of Holidays.
3. The Parties agree that the salary schedule in the collective bargaining agreement shall be set forth as an hourly rate as opposed to an annualized salary. A copy of the hourly rate salary schedule is attached hereto as **Attachment A**.
4. 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 parts, 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 this Agreement.
5. 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.

- 6. 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 Professional Safety Specialists Association have caused this Agreement to be executed by their duly authorized representatives this \_\_\_ day of \_\_\_\_\_ 2021.

CAMBRIDGE PROFESSIONAL SAFETY SPECIALISTS ASSOCIATION

\_\_\_\_\_  
 Alicia Bairos  
 President

CITY OF CAMBRIDGE

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

\_\_\_\_\_  
 Victoria L. Greer, Ph.D.  
 Interim Superintendent of Schools  
 Cambridge Public Schools

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\_\_\_\_\_  
Dosha E. Beard  
Executive Secretary  
Cambridge School Committee

\_\_\_\_\_  
Order Number                      Date

Approved as to form:

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

**ATTACHMENT A**

**Safety Specialist Regular Hourly Rate Schedule (in \$s)**

**Safety Specialist Stretch Pay 10-Month Rate Schedule (in \$s)**

Based on 207 Days (192 work days & 15 holidays)

July 1, 2021 - 1% increase

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	29.48	30.24	31.00
Step 2	30.85	31.61	32.37
Step 3	31.43	32.19	32.95
Step 4	33.50	34.26	35.02
Step 5	34.70	35.47	36.22
Step 6	35.91	36.67	37.42

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	23.47	24.08	24.68
Step 2	24.56	25.16	25.77
Step 3	25.02	25.63	26.23
Step 4	26.67	27.28	27.88
Step 5	27.63	28.24	28.84
Step 6	28.59	29.19	29.80

January 1, 2022 - 1% increase

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	29.78	30.55	31.31
Step 2	31.16	31.92	32.69
Step 3	31.74	32.51	33.28
Step 4	33.84	34.60	35.37
Step 5	35.05	35.82	36.59
Step 6	36.26	37.03	37.80

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	23.71	24.32	24.93
Step 2	24.81	25.42	26.03
Step 3	25.27	25.88	26.49
Step 4	26.94	27.55	28.16
Step 5	27.91	28.52	29.13
Step 6	28.87	29.48	30.09

July 1, 2022 - 1.50% increase

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	30.23	31.00	31.78
Step 2	31.62	32.40	33.18
Step 3	32.22	33.00	33.77
Step 4	34.35	35.12	35.90
Step 5	35.58	36.36	37.13
Step 6	36.81	37.59	38.37

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	24.06	24.68	25.31
Step 2	25.18	25.80	26.42
Step 3	25.65	26.27	26.89
Step 4	27.34	27.96	28.58
Step 5	28.32	28.95	29.56
Step 6	29.30	29.92	30.55

January 1, 2023 - 1% increase

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	30.53	31.31	32.10
Step 2	31.94	32.73	33.51
Step 3	32.54	33.33	34.11
Step 4	34.69	35.47	36.26
Step 5	35.93	36.72	37.51
Step 6	37.18	37.96	38.75

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	24.31	24.93	25.56
Step 2	25.43	26.05	26.68
Step 3	25.91	26.53	27.16
Step 4	27.62	28.24	28.87
Step 5	28.61	29.24	29.86
Step 6	29.60	30.22	30.85

July 1, 2023 - 2.50% increase

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	31.29	32.10	32.91
Step 2	32.74	33.54	34.35
Step 3	33.35	34.16	34.96
Step 4	35.56	36.36	37.17
Step 5	36.83	37.64	38.44
Step 6	38.11	38.91	39.72

	<u>Basic</u>	<u>Bachelor</u>	<u>Masters</u>
Step 1	24.91	25.55	26.20
Step 2	26.07	26.71	27.35
Step 3	26.55	27.20	27.84
Step 4	28.31	28.95	29.59
Step 5	29.32	29.97	30.61
Step 6	30.34	30.98	31.62