

**CAMBRIDGE EDUCATION ASSOCIATION (CEA)  
NOTICE TO ALL MEMBERS OF  
UNIT D, SUBSTITUTES  
OF A RATIFICATION MEETING AND VOTE**

For the purpose of voting the proposed tentative agreement for the 2015-2018 Collective Bargaining Agreement between the Cambridge Public Schools and the Cambridge Education Association, Unit D for the period of September 1, 2015 – August 31, 2018 and to determine whether or not the members of the bargaining unit shall accept the proposed tentative agreement. This ratification vote will be taken with a ratification recommendation from the bargaining team.

The meeting to review the Tentative Agreement and to take a Ratification Vote will take place:

DATE: Monday, May 2, 2016  
TIME: 3:30 p.m.  
PLACE: Kennedy-Longfellow School Auditorium  
158 Spring Street, Cambridge

The proposed Agreement for September 1, 2015 – August 31, 2018 contains a provision for an Agency Service Fee. If the proposed Agreement is ratified by the members of the bargaining unit and by the School Committee, the Agreement for September 1, 2015 – August 31, 2018 will require the payment of an Agency Service Fee as a condition of employment. The 2014-2015 Agency Fee amount was \$235.20.

You are also hereby informed that:

- A) All members of the bargaining unit are eligible to vote on the proposed collective bargaining Agreement regardless of membership in the CEA; and
- B) The CEA's most recent financial report in the form of a balance sheet and operating budget listing all receipts and disbursements for the previous financial year is available for inspection; and
- C) The CEA is an affiliate of the Massachusetts Teachers Association (MTA) and the National Education Association (NEA).

DATE OF POSTING: April 13, 2016