

**SIDE LETTER AGREEMENT BETWEEN THE CAMBRIDGE SCHOOL COMMITTEE AND  
THE CAMBRIDGE EDUCATION ASSOCIATION UNITS A&B  
REGARDING THE ESTABLISHMENT OF A JOINT WORKING GROUP ON  
PEER EDUCATOR EVALUATION AND REVIEW**

This is a side letter agreement between the Cambridge School Committee and the Cambridge Education Association Units A&B regarding the establishment of a Joint Working Group on Peer Educator Evaluation and Review effective as of September 1, 2017. The parties have agreed as follows:

There shall be a Joint Working Group on the Peer Educator Evaluation and Review Program (PEER Program), consisting of four (4) members of Units A&B designated by the CEA and four (4) school administrators designated by the Superintendent to provide input and to inform issues relating to implementation of the PEER Program. This Joint Working Group shall be co-chaired jointly by one individual designated by the CEA and one by the Superintendent or designee. This Joint Working Group shall be advisory to the Superintendent of Schools and the CEA Unit A&B Contract Negotiating Committee. The work of the Joint Working Group will be determined by the Superintendent or designee and the co-chair of the Joint Working Group and the members of this Joint Working Group and school administrators as designated by the co-chairs. The work of this Joint Working Group shall commence no later than thirty (30) days after ratification of the tentative agreement by both parties for a successor collective bargaining agreement. The meeting frequency of this Joint Working Group shall be at any frequency as jointly agreed to by the Superintendent or designee and the co-chair of the Joint Working Group.

The charge of the Joint Working Group shall be: (i) to make recommendations about implementation of the Peer Educator Evaluation and Review Program. Implementation includes professional development for the Peer Educators; (ii) collect feedback on the implementation of the Peer Educator Evaluation and Review Program and make recommendations for modifications and expansions; and (iii) by June 2018 make recommendations about the expansion of this program to include peer assistance and review of educators on Developing Educator Plans, Directed Growth Plans and Improvement Plans.

Adoption of any recommendation that is a mandatory subject of bargaining will be referred to and is subject to bargaining by the School Committee and the CEA.

CAMBRIDGE SCHOOL COMMITTEE

By: Judith Martin  
Judith Martin  
Executive Secretary

CAMBRIDGE EDUCATION ASSOCIATION  
UNITS A&B

By: Daniel Monahan  
Daniel Monahan  
President

C17-122  
School Committee Order Number

May 16, 2017  
Date