

**Side Letter Agreement Between the Cambridge School Committee and the
Cambridge Education Association Unit E Regarding Diversity Committee**

This is a side letter agreement between the Cambridge School Committee and the Cambridge Education Association Unit E regarding the current existing Diversity Committee, effective as of September 25, 2018, which is the date of ratification of the tentative agreement between the parties for the collective bargaining agreement for the period of September 1, 2018 through August 31, 2021. The parties have agreed as follows:

The Committee and the CEA agree that there shall be two (2) Unit E members designated by the CEA president to join the current existing advisory Diversity Committee that is co-chaired by the Superintendent or designee and the CEA President. This Diversity Committee shall be advisory to the Superintendent and the purpose of the Diversity Committee shall be to bring forward to the Superintendent issues of diversity identified by the CEA and to develop advisory recommendations to the Superintendent with respect to such issues. The terms of this side letter shall expire on August 31, 2020 and shall not continue unless the parties mutually agree to the continuation of the terms of this side letter.

CAMBRIDGE SCHOOL COMMITTEE

CAMBRIDGE EDUCATION ASSOCIATION
UNIT E

Dosha E. Beard
Executive Secretary

Daniel Monahan
President

School Committee Order Number

Date

**Side Letter Agreement Between the Cambridge School Committee and
the Cambridge Education Association Unit E Regarding
Evaluation Form Working Committee**

This is a side letter agreement between the Cambridge School Committee and the Cambridge Education Association Unit E regarding an Evaluation Form Working Committee, effective as of September 25, 2018, which is the date of ratification of the tentative agreement between the parties for the collective bargaining agreement for the period of September 1, 2018 through August 31, 2021. The parties have agreed as follows:

The Committee and the CEA agree that there shall be an Evaluation Form Working Committee which shall be co-chaired by the CPS Executive Director of Human Resources and the President of the CEA. In addition, the working group shall be comprised of three (3) other Unit E members who shall be designated by the CEA President and three principals or administrators designated by the Superintendent. This Working Committee shall meet on a schedule agreed to by the co-chairs. The terms of this side letter shall expire on August 31, 2021.

CAMBRIDGE SCHOOL COMMITTEE

CAMBRIDGE EDUCATION ASSOCIATION
UNIT E

Dosha E. Beard
Executive Secretary

Daniel Monahan
President

School Committee Order Number

Date

**Side Letter Agreement Between the Cambridge School Committee and
the Cambridge Education Association Unit E Regarding
Professional Development Joint Working Group**

This is a side letter agreement between the Cambridge School Committee and the Cambridge Education Association Unit E regarding a Professional Development Joint Working Group, effective as of September 25, 2018, which is the date of ratification of the tentative agreement between the parties for the collective bargaining agreement for the period of September 1, 2018 through August 31, 2021. The parties have agreed as follows:

The Committee and the CEA agree that there shall a Professional Development Joint Working Group consisting of three (3) Unit E members designated by the CEA president and up to three (3) administrators designated by the Superintendent. This Joint Working Group on Professional Development shall be co-chaired by one individual designated by the Superintendent and by one individual designated by the CEA. This Professional Development Working Group shall be advisory to the Superintendent. The work of the Joint Working Group is determined by the co-chairs of the Joint Working Group and members of the Joint Working Group. The meeting frequency of this Joint Working Group shall be bi-monthly or at any other frequency as jointly agreed to by the co-chairs of the Joint Working Group. The terms of this side letter shall expire on August 31, 2021.

CAMBRIDGE SCHOOL COMMITTEE

CAMBRIDGE EDUCATION ASSOCIATION
UNIT E

Dosha E. Beard
Executive Secretary

Daniel Monahan
President

School Committee Order Number

Date