



September 1, 2026

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Memorandum Of Agreement Between the Cambridge School Food Service Employee Association, SEIU Local 888 and Cambridge School Committee for a successor collective bargaining agreement for the period of July 1, 2026 through and including June 30, 2029.

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee (the "Committee") and the Cambridge School Food Service Employee Association for a successor collective bargaining agreement for the period of July 1, 2026 through June 30, 2029.

Description: The language of the July 1, 2024 through June 30, 2026 collective bargaining agreement shall continue in the successor collective bargaining agreement with the modifications detailed in the attached Memorandum of Agreement.

Supporting Data: Agreement between the Cambridge School Committee and School Food Service Employee Association.

Respectfully submitted,

David Murphy
Interim Superintendent of Schools

MEMORANDUM OF AGREEMENT
BETWEEN
THE CAMBRIDGE SCHOOL FOOD SERVICE EMPLOYEE ASSOCIATION,
SEIU LOCAL 888
AND
CAMBRIDGE SCHOOL COMMITTEE

This MEMORANDUM OF AGREEMENT is entered into by and between the Cambridge School Food Service Employee Association, SEIU Local 888 (the “Union” or the “Bargaining Unit”) and the Cambridge School Committee (the “School Committee” or the “Employer”).

WHEREAS, the Union and the School Committee entered into a Collective Bargaining Agreement (the “Agreement”) for the period of July 1, 2024 – June 30, 2026; and

WHEREAS, the Union and the School Committee have bargained collectively pursuant to M.G.L. ch. 150E for a successor collective bargaining agreement for the period of July 1, 2026 through and including June 30, 2029;

NOW THEREFORE, in consideration of mutual covenants and promises contained herein, and subject to ratification by the School Committee and the Union’s bargaining unit members, the Union and the School Committee hereby mutually agree to extend the terms of the Agreement, with the following modifications:

1. General House-Keeping Amendments

- a. **Union Reference Terminology:** Throughout the Agreement, all references to "the Association" shall be replaced with "the Union" or "the Bargaining Unit".
- b. **Gender-Neutral Pronouns:** Throughout the Agreement, all gendered pronouns (e.g., “he,” “she,” “his,” “her,” “himself,” “herself”) shall be replaced with ungendered pronouns (e.g., “they,” “their,” “them,” “themselves”) or gender-neutral constructions (e.g., “the employee”).
- c. The amendments in this section are in terminology only and shall not be construed to alter the rights, obligations, recognition status, or any other substantive terms of the parties under this Agreement.

2. Article 7, Vacancies, Transfers and Seniority, Layoffs

- a. **Section A**, Definition #3, Seniority, shall be amended to read:

[S]eniority shall be computed from the time an individual was appointed to a part-time or full-time position within the bargaining unit provided there is no break in service.

- b. **Section B** shall be amended as follows:

- i. Paragraph one (1) of Section B shall be amended to read:

Whenever the employer declares a permanent vacancy exists which it determines to fill, the position must first be offered to members of the

Bargaining Unit through a posting of the notice of position vacancy for a period of no less than ten (10) calendar days. The notice of vacancy shall be posted in each school kitchen during the school year and emailed to the entire FNS staff. Individuals desiring to transfer to such position shall submit their transfer BY EMAIL to the Director of Food Services by the closing of the notice.

- ii. Paragraph three (3) of Section B shall be amended to read:

A permanent vacancy shall not be filled by a substitute for more than 60 working days. If a hiring vacancy for a substitute position exceeds 60 working days, the union president and SEIU representative will be updated weekly until the vacancy is filled.

3. Article 8, Promotions, Reclassifications

Section B shall be amended to read:

No individual union member will be reduced in salary upon the effective date of the 2026-2029 collective bargaining agreement by reason of new conditions defined in Article 7. When promoted from a Cashier/Cafeteria Helper to Head of Kitchen or CRLS Station Lead, they shall retain their accumulated years of service and be placed on the appropriate corresponding step.

4. Article 9, Hours of Work

- a. **Section 1** shall be amended as follows:

- i. Insert the following new paragraph 1:

CRLS Station Leads and Heads of Kitchen: The normal work day shall consist of seven (7) hours and thirty (30) minutes work with one fifteen-minute break for all employees. Starting time should be no earlier than 6:00 a.m., ending no later than 3:30 p.m. Starting and ending times will be at the discretion and the approval of the Director of Food Services. A half hour lunch period may be taken by any full-time member of the Association after students are fed. The said employee's ending time shall be increased by thirty (30) minutes.

- ii. Amend the title of paragraph 2 to read: "Other Full Time Employees."

- b. **Section 2, #2** shall be stricken in its entirety, and the remaining provisions of Section 2 shall be renumbered accordingly.

5. Article 10, Overtime and Special Function

- a. **Section 1** shall be amended to read:

Overtime shall be paid at the rate of 1 ½ times the regular rate of pay for work in excess of 40 hours in one week.

b. **Section 2** shall be amended as follows:

Employees assigned to work at special functions or details: The assignment will first be made to employees from the school where the function is to be held. All special function and detail work shall be paid at a rate of \$50/hour; employees will be paid a minimum of three (3) hours or actual hours worked if greater than three (3) hours. An employee will only be assigned to special function or detail work if they are ServSafe Food Protection Manager Certified or other Food Protection Manager Certification as determined by the Superintendent or designee.

Details and special functions shall be offered to all qualified members of the bargaining unit utilizing the seniority list and shall not be limited to employees assigned to the site where the function is taking place.

Posting for details and special functions shall occur for at least 48 hours.

For each detail or special function, at least one bargaining unit member assigned to the host site shall be offered the opportunity first to work the event. For special functions lasting multiple days or serving 500 or more individuals, at least three bargaining unit members assigned to the host site shall be offered the opportunity first to work the event.

After an employee works a detail or special function, that employee shall be moved to the bottom of the rotating list.

c. **Section 3** shall be amended to read:

Employees working overtime shall be paid a minimum of three (3) hours when they are called back into work. Additional hours contiguous to the regular work schedule shall be paid time actually worked.

d. **Section 6** shall be amended as follows:

- i. The first paragraph is stricken in its entirety.
- ii. The second paragraph is stricken in its entirety and replaced with the following:

All bargaining unit members will receive two (2) annual payments of \$250.00 (two hundred and fifty dollars) in recognition of the fact that they may be asked to report to work onsite as an employee during a non-weather related public health or safety issue on days that other

employees may be asked not to report onsite which will be paid out in September and in March.

6. Article 11, Holidays

Section 2 is amended to read:

Any employee required to work on a legal state holiday shall receive double the regular rate of pay for all hours worked, but in no case shall this be less than the amount equal to two (2) hours at the above rate. If an employee is required to work in excess of eight (8) hours on a holiday, triple their regular rate of pay will be paid for all hours worked over seven (7) hours.

7. Article 12, Work Year and Vacation

Section 1 is amended to read:

The work year shall be one hundred and eighty-three (183) days for all part-time and full-time employees, including Heads of Kitchen-Cooks, CRLS Station Leads-Cooks and Cooks, Cashier/Kitchen Helper, which shall include the school year for students (one hundred eighty (180) days) and three (3) days prior to the opening of school.

8. Article 13, Leaves of Absence

a. **Section 3** is amended to add the following:

Personal leave over three (3) consecutive days must be pre-approved at least 15 calendar days in advance and will be unpaid other than available personal days.

b. **Section 5** is amended to add the following:

A court provided Juror Service Certificate is to be provided to the Director of Food Services as soon as possible when submitting the employee's weekly timesheet.

9. Article 14, Sick Leave Bank

a. **Section 4** is amended to read as follows:

Applicant must have exhausted compensatory, personal, and sick leave before they can be allotted additional sick days from the Sick Leave Bank.

b. **Section 5** is stricken in its entirety, and the remaining sections of Article 14 shall be renumbered accordingly.

10. Article 16, Health and Welfare

Section 2 is amended as follows:

Starting July 1, 2026, eligible employees who decline City health insurance, but have health insurance coverage through another source, not contributed to by the City, are

eligible to receive an annual sum of \$2,700.00 (two thousand seven hundred dollars) payable on a monthly basis at the rate of \$225.00 (two hundred twenty-five dollars) per month, for as long as the individual remains eligible for such payments in accordance with the rules and procedures established by the City of Cambridge.

11. Article 18, Employee Development, Educational Improvement and Evaluation

a. **Section 1**, paragraph 2 is amended to read:

In addition to the regular work year and work day, each member of the Bargaining Unit shall be required at the direction of the Superintendent, their designee or by the unit member's supervisor to attend up to twenty (20) hours of training, for which they shall be compensated at their appropriate rate of pay. Required training will be a maximum of three (3) hours in length per session and union members will receive thirty (30) days' notice in advance of a training assignment. Also, each employee may be required to attend up to six (6) one-hour staff meetings per year, held after the end of the regular work day, for which they shall be compensated at their appropriate rate of pay.

b. **Section 2**, paragraph 1 is amended to read:

Additionally, effective July 1, 2026, Unit members will be eligible for tuition reimbursement for job related programming. The maximum amount of the tuition reimbursement shall be \$1,000 (one thousand dollars) per course per individual per contract year. To be eligible for reimbursement for the course, prior approval by the unit member's supervisor and the Superintendent's designee shall be required, the course must be taken after working hours, and a final course grade of at least "B-" shall be required unless a course is only offered "Pass/Fail" in which case a "passing" grade shall be required. The total tuition reimbursement pool amount shall not exceed \$6,000 (six thousand dollars).

c. **Section 3** is amended to read:

Each member shall be evaluated yearly. The written evaluation shall be reviewed by the person evaluated and they shall sign the document indicating only that they have seen the document. The employee may add such documentation as they feel is appropriate, including objections to all or any part of the evaluation. Evaluation will be conducted by the Director of Food Services or designee and/or the principal with input from the Head of Kitchen Cook/CRLS Station Lead and/or the evaluation will be conducted by the Head of Kitchen-Cook/CRLS Station Lead regarding assigned staff who are members of the unit. In addition to annual evaluation of each member of the unit pursuant to this paragraph, the Director of Food Services may from time to time evaluate an employee.

There shall be a management/labor committee, consisting of no more than three (3) members selected by the Cambridge Food Service Employee Union and no more than three (3) school department representatives the Chief Operating Officer, the Director of Food Services and one (1) additional administrator of the Cambridge Public Schools designated by the Superintendent of Schools to discuss and identify topics of training for the Head of Kitchen-Cook/CRLS Station Lead including training regarding staff interaction, supervision and evaluation of staff and to discuss issues regarding supervision of students in cafeterias.

Management will annually review and update the evaluation instrument. The recommendations of the joint labor/management committee will be advisory to management's updating of the evaluation instrument.

12. Article 20, General Provisions

- a. **Section 2(a)** shall be amended to add the following cost of living increases:

<u>Effective Date</u>	<u>Percentage Increase</u>
July 1, 2026	2.5%
July 1, 2027	2.5%
July 1, 2028	2.5%

- b. **Section 2(b)**, paragraph 2 shall be amended to read:

Should there be more than one staff member with ServSafe certification, the temporary Head of Kitchen-Cook/CRLS Station Lead-Cook designation will rotate between eligible school staff as directed by the Director of Food Services. If there is no qualified staff member able to take the assignment, then the Director will reassign the temporary position to another ServSafe certified member of the unit. Once the temporary Head of Kitchen-Cook/CRLS Station Lead-Cook designation has been established the affected staff member will receive a daily stipend of \$50.00 (fifty dollars) for each day of substitution.

- c. **Section 3**, paragraph 2 shall be amended to read:

Unit members who hold a valid ServSafe Food Protection Manager certification or a valid ServSafe Food Handler certification will be paid an annual stipend, as follows:

- Unit members holding a valid ServSafe Food Protection Manager certification: \$1,500.00 annually.
- Unit members holding a valid ServSafe Food Handler certification: \$1,200.00 annually.

The stipend will be paid in two equal installments each year: the first installment in October and the second installment in April.

Payment of each installment is contingent upon the unit member holding a valid ServSafe Food Protection Manager certification at the time the payment is issued. For example, if a member does not obtain the certification until December, the member would only be eligible to receive the April installment for that year.

A unit member's stipend amount shall be based on the position they hold at the time each installment is paid.

d. **Section 4** is amended to read:

The School Committee and the Cambridge Food Service Employee Union agree to form a joint labor/management committee with a goal of meeting monthly between September and June of each school year each school to discuss concerns and possible solutions related to staffing, assignment and coverage of food service at the school facilities and to ensure consistent progress on food nutrition service operational goals. The joint labor/management committee will consist of three members selected by the Cambridge Food Service Employee Union, the Chief Operating Officer, the Director of Food Services and one (1) additional administrator of the Cambridge Public Schools designated by the Superintendent of Schools. The joint labor/ management committee will add Student Satisfaction and Feedback as a standing agenda item for each meeting. The recommendations of the joint labor/management committee will be advisory to the Superintendent of Schools. This joint labor/management committee will also work to plan the implementation of a program where the school department will supply appropriate jackets for food service employees to wear while working to be provided at school department expense.

e. The following is added as **Section 6**:

All kitchen and food service work areas shall be cleaned by non-bargaining unit employees prior to the beginning of the orientation period at the beginning of every school year.

13. Article 21, Attendance Incentive

Article 21 shall be amended to read:

The Attendance Incentive Plan shall consist of the following:

1. Effective on July 1, 2026, an attendance incentive payment of \$300.00 (three hundred dollars) shall be paid to members of the Bargaining Unit who have zero days charged to sick time for each three-month attendance period during the school year.

2. The three (3)-month attendance periods are from the beginning of the work year through November 30, and from December 1 through the end of February, and March 1 through the end of the school year in June.

3. It is understood that personal days not chargeable to sick leave, and bereavement days, are not counted toward this benefit.

4. The attendance incentive will only be paid to a member of the bargaining unit who is an active employee within the Cambridge Public Schools and not to a member of the bargaining unit who is on leave of absence from their employment.

WHEREFORE, this MOA is entered into on this ____ day of _____, 2026.

Cambridge School Committee

Cambridge Food Services Association,
SEIU Local 888

David Murphy
Superintendent of Schools

Ivy Washington
Chief Financial Officer

Voted by the School Committee:

Date

Order Number