



135 Berkshire Street, Cambridge, Massachusetts 02141

August 31, 2021

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE

Approval of the School Committee and CPS Administration to Enter into Impact Bargaining with All CPS Collective Bargaining Units to Implement a Mandatory COVID-19 Vaccine Requirement

Recommendation: That the School Committee approve the School Committee & CPS Administration entering into impact bargaining with all CPS collective bargaining units to implement a mandatory COVID-19 vaccine requirement for all staff who are members of an organized bargaining unit.

Description: It is recommended that the School Committee and CPS Administration enter into impact bargaining with all CPS collective bargaining units to implement a mandatory COVID-19 vaccine requirement for all staff who are members of those collective bargaining units. The goal is quite clear, with the COVID-19 variant spreading and all of our students and staff returning in person, we must take all action available to us to prevent the spread of COVID-19 or at least limit its impact on individuals.

Many of our students are returning to in-person learning for the first time in 18 months. The loss of learning is real and we must take all steps possible to prevent any further loss of student learning.

CPS has been a leader in taking steps to prevent the spread of COVID-19 in our buildings. We have engaged with science and medical experts to advise us, upgraded ventilation, purchased air scrubbers, repaired windows, purchased hundreds of thousands of personal protective equipment for students and staff and trained students and staff about the need to follow safety protocols.

The next logical step in providing a safe learning environment for our students is a mandatory vaccination program for employees.

Respectfully submitted,

Victoria L. Greer PhD  
Superintendent of Schools