LOWELL PUBLIC SCHOOLS
Henry J. Mroz Central Administration Offices
155 Merrimack Street
Lowell, MA 01852

Joel D. Boyd, Ed.D
Superintendent

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To: Superintendent
From: James Hall, Chief Operating Officer
Date: March 16, 2020
Re: MOA- Advisor Stipend

Enclosed for the Committee's consideration is a Memorandum of Agreement which would fund an additional advisor position for the following club at LHS this Spring:

Spring Strength and Conditioning.

It is anticipated that 50-100 students would participate in this club. It would be offered for 1-2 hours per day and run until June 30, 2020. Large numbers of students who participate in football, soccer, basketball, field hockey, and other Fall and Winter Sports will likely participate, however, it will be available for all students even if they are not on athletic teams.

Given that the position will have extensive hours just for one season, this position seems most comparable to a coaching position, although it is technically an advisor position. So that the committee can compare compensation for other positions, I have enclosed:

1. The proposed Memorandum of Agreement;
2. Advisors' Salary Scale; and
3. Coaches Salary Scale.

MEMORANDUM OF AGREEMENT

This **AGREEMENT** (hereinafter "the Agreement") is being entered into by and between the Lowell School Committee (hereinafter, "the School Committee") and the United Teachers of Lowell (hereinafter, "Union") only for the 2019-2020 school year in order to adjust advisor positions in order to best accommodate student interest in clubs only for the 2019-2020 school year.

WHEREAS, the Union and the School Committee are parties to a Collective Bargaining Agreement (hereinafter, "the Contract");

WHEREAS, the parties, given student interest, agree to provide the following advisor position with the below listed compensation just for the 2019-2020 school year:

Spring Strength & Conditioning	$2,500.00

IN WITNESS WHEREOF, all parties have set their hand and seal to this Agreement as of the dates indicated below.

LOWELL SCHOOL COMMITTEE

_____ Date: March ___, 2020
By Dr. Joel D. Boyd, Superintendent,
Duly Authorized Representative of the School Committee
per _____ vote of School Committee

UNITED TEACHERS OF LOWELL

_____ Date: March ___, 2020
By PAUL GEORGES, President

Coaches Salary Schedule
2008-2009 (Last Day of School)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Football							
Head Varsity	$ 10,849	$ 11,266	$ 11,684	$ 12,100	$ 12,519	$ 12,937	$ 13,353
Asst. Varsity	$ 5,446	$ 5,875	$ 6,301	$ 6,730	$ 7,158	$ 7,584	$ 8,011
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Asst. Varsity	$ 5,446	$ 5,875	$ 6,301	$ 6,730	$ 7,158	$ 7,584	$ 8,011
Asst. Varsity	$ 5,446	$ 5,875	$ 6,301	$ 6,730	$ 7,158	$ 7,584	$ 8,011
Freshman	$ 4,362	$ 4,642	$ 4,924	$ 5,208	$ 5,488	$ 5,768	$ 6,051
Freshman	$ 4,362	$ 4,642	$ 4,924	$ 5,208	$ 5,488	$ 5,768	$ 6,051
Volleyball - Boys & Girls							
Head - Coach	$ 4,143	$ 4,489	$ 4,756	$ 5,031	$ 5,300	$ 5,573	$ 5,842
Assistant	$ 2,128	$ 2,360	$ 2,588	$ 2,818	$ 3,046	$ 3,277	$ 3,504
Baseball							
Head Varsity	$ 6,760	$ 7,303	$ 7,844	$ 8,387	$ 8,929	$ 9,473	$ 10,015
Assistant	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008
Jr. Varsity	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008
Freshman	$ 2,756	$ 3,131	$ 3,504	$ 3,880	$ 4,255	$ 4,633	$ 5,007
Wrestling							
Head Varsity	$ 7,511	$ 7,929	$ 8,345	$ 8,762	$ 9,181	$ 9,662	$ 10,015
Asst. Varsity	$ 3,755	$ 4,070	$ 4,628	$ 4,886	$ 5,258	$ 5,633	$ 6,008
Freshman	$ 2,756	$ 3,131	$ 3,504	$ 3,880	$ 4,255	$ 4,633	$ 5,007
Hockey							
Head Varsity	$ 6,760	$ 7,303	$ 7,844	$ 8,387	$ 8,929	$ 9,473	$ 10,015
Asst. Varsity	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008
Asst. Varsity	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008
Softball							
Head Varsity	$ 6,760	$ 7,303	$ 7,844	$ 8,387	$ 8,929	$ 9,473	$ 10,015
Asst. Varsity	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008
Jr. Varsity	$ 3,380	$ 3,818	$ 4,255	$ 4,694	$ 5,133	$ 5,573	$ 6,008

Coaches Salary Schedule
2008-2009 (Last Day of School)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Freshman	$ 2,756	$ 3,131	$ 3,504	$ 3,880	$ 4,255	$ 4,633	$ 5,007
Gymnastics - Boys & Girls							
Head Varsity	$ 5,258	$ 5,531	$ 5,799	$ 6,075	$ 6,341	$ 6,616	$ 6,950
Assistant	$ 2,628	$ 2,879	$ 3,131	$ 3,380	$ 3,631	$ 3,880	$ 4,070
Tennis - Boys & Girls							
Head Coach	$ 4,214	$ 4,489	$ 4,756	$ 5,031	$ 5,299	$ 5,573	$ 5,841
Golf							
Head Coach	$ 3,153	$ 3,286	$ 3,421	$ 3,558	$ 3,695	$ 3,829	$ 3,965
Ski							
Head Coach	$ 3,153	$ 3,286	$ 3,421	$ 3,558	$ 3,695	$ 3,829	$ 3,965
Swimming - Boys & Girls							
Head Coach	$ 4,214	$ 4,489	$ 4,756	$ 5,031	$ 5,299	$ 5,573	$ 5,841
Assistant	$ 2,128	$ 2,360	$ 2,586	$ 2,818	$ 3,046	$ 3,276	$ 3,504
Assistant	$ 2,128	$ 2,360	$ 2,586	$ 2,818	$ 3,046	$ 3,276	$ 3,504
Basketball - Boys & Girls							
Head Varsity	$ 7,825	$ 8,242	$ 8,659	$ 9,077	$ 9,452	$ 9,870	$ 10,329
Asst. Varsity	$ 3,946	$ 4,319	$ 4,694	$ 5,071	$ 5,446	$ 5,823	$ 6,197
Jr. Varsity	$ 3,946	$ 4,319	$ 4,694	$ 5,071	$ 5,446	$ 5,823	$ 6,197
Freshman	$ 3,161	$ 3,495	$ 3,829	$ 4,165	$ 4,497	$ 4,830	$ 5,154
Indoor Track - Boys & Girls							
Head Coach	$ 5,217	$ 5,633	$ 6,050	$ 6,469	$ 6,885	$ 7,303	$ 7,720
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Outdoor Track - Boys & Girls							
Head Coach	$ 5,217	$ 5,633	$ 6,050	$ 6,469	$ 6,885	$ 7,303	$ 7,720
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424

Coaches Salary Schedule
2008-2009 (Last Day of School)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Soccer - Boys & Girls							
Head Coach	$ 5,217	$ 5,633	$ 6,050	$ 6,469	$ 6,885	$ 7,303	$ 7,720
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Goalie Coach	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Lacrosse - Boys & Girls							
Head Coach	$ 5,217	$ 5,634	$ 6,050	$ 6,469	$ 6,885	$ 7,303	$ 7,720
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Field Hockey							
Head Coach	$ 5,217	$ 5,633	$ 6,050	$ 6,469	$ 6,885	$ 7,303	$ 7,720
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Assistant	$ 2,628	$ 2,962	$ 3,298	$ 3,632	$ 3,965	$ 4,293	$ 4,424
Cross Country - Boys & Girls							
Head Coach	$ 5,446	$ 5,875	$ 6,301	$ 6,730	$ 7,158	$ 7,584	$ 8,011
Cheerleading - 3 seasons							
Head Coach	$ 2,110	$ 2,244	$ 2,379	$ 2,514	$ 2,651	$ 2,787	$ 2,921
Assistant	$ 1,066	$ 1,177	$ 1,293	$ 1,409	$ 1,525	$ 1,637	$ 1,752
Crew- 2 Seasons							
Head Coach	$ 4,143	$ 4,489	$ 4,756	$ 5,031	$ 5,300	$ 5,573	$ 5,842
Assistant	$ 2,128	$ 2,360	$ 2,588	$ 2,818	$ 3,046	$ 3,277	$ 3,504
PT Crew Coaches $10/hour							
Equipment Manager	$ 10,849	$ 11,266	$ 11,684	$ 12,100	$ 12,519	$ 12,937	$ 13,353
Statistician	$ 4,816						

Advisors' Salary Schedule - 2015-2016 School Year (Last Day of School)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
American Technology Honor Society	$ 1,252	$ 1,462	$ 1,670	$ 1,879	$ 2,086	$ 2,296	$ 2,504
Asian Pacific American Youth	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Ass't. International Language Club	$ 523	$ 677	$ 835	$ 992	$ 1,148	$ 1,305	$ 1,462
Band	$ 6,748						
Black Unity Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Business Professionals of America	$ 6,748						
Chess Society	$ 3,777	$ 4,037	$ 4,297	$ 4,559	$ 4,822	$ 5,081	$ 5,341
Choral Arts	$ 6,748						
Dance Ensemble	$ 6,748						
DECA - Assoc. of Marketing Students	$ 6,748						
Environmental Club	$ 3,777	$ 4,037	$ 4,297	$ 4,559	$ 4,822	$ 5,081	$ 5,341
Flags & Color Guard	$ 2,546	$ 2,694	$ 2,838	$ 2,985	$ 3,131	$ 3,277	$ 3,422
Future Educators of America	$ 2,408						
Gay Straight Alliance - Safe Schools	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Hispanic Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
ILC - French Chapter	$ 418	$ 542	$ 669	$ 794	$ 919	$ 1,044	$ 1,252
ILC - Greek Chapter	$ 418	$ 542	$ 669	$ 794	$ 919	$ 1,044	$ 1,252
ILC - Portuguese Chapter	$ 418	$ 542	$ 669	$ 794	$ 919	$ 1,044	$ 1,252
ILC - Spanish Chapter	$ 418	$ 542	$ 669	$ 794	$ 919	$ 1,044	$ 1,252
International Language Club	$ 5,260	$ 5,633	$ 6,008	$ 6,384	$ 6,760	$ 7,135	$ 7,511
Jr. ROTC Drill Team	$ 4,484	$ 4,773	$ 5,058	$ 5,347	$ 5,636	$ 5,925	$ 6,210
Jr. ROTC Elite Honor Guard	$ 4,484	$ 4,773	$ 5,058	$ 5,347	$ 5,636	$ 5,925	$ 6,210
Math League	$ 5,260	$ 5,633	$ 6,008	$ 6,384	$ 6,760	$ 7,135	$ 7,511
Mock Trial	$ 3,777	$ 4,037	$ 4,297	$ 4,559	$ 4,822	$ 5,081	$ 5,341
National Honor Society	$ 5,260	$ 5,633	$ 6,008	$ 6,384	$ 6,760	$ 7,135	$ 7,511
Newspaper Advisor	$ 6,260	$ 6,677	$ 7,094	$ 7,511	$ 7,929	$ 8,345	$ 8,763
Pep Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Portuguese Speakers Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Science Club	$ 5,260	$ 5,633	$ 6,008	$ 6,384	$ 6,760	$ 7,135	$ 7,511
Show Choir	$ 6,748						
South Asian Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Student Affairs	$ 10,849	$ 11,266	$ 11,685	$ 12,100	$ 12,519	$ 12,937	$ 13,352
Student Theatre Company	$ 6,748						
Theatre Arts	$ 6,748						
Women's Club	$ 922	$ 1,129	$ 1,336	$ 1,543	$ 1,751	$ 1,955	$ 2,165
Yearbook Advisor	$ 6,260	$ 6,677	$ 7,094	$ 7,511	$ 7,929	$ 8,345	$ 8,763
Intramurals (Hourly Rate)	$ 39.74						