

MEMORANDUM OF AGREEMENT

BETWEEN THE

LOWELL SCHOOL COMMITTEE

AND THE

SEIU LOCAL 888

JULY 1, 2017 – JUNE 30, 2020

FOR ALL EDUCATION SUPPORTIVE PERSONNEL

Length of Contract 3 years

Salary Increases

First day	July 1, 2017 – June 30, 2018	0%
Midpoint	July 1, 2017 – June 30, 2018	2%
Last day	July 1, 2017 – June 30, 2018	1%
First day	July 1, 2018 – June 30, 2019	0%
Midpoint	July 1, 2018 – June 30, 2019	2%
Last day	July 1, 2018 – June 30, 2019	1%
First day	July 1, 2019 – June 30, 2020	0%
Midpoint	July 1, 2019 – June 30, 2020	2%
Last day	July 1, 2019 – June 30, 2020	1%
First day	July 1, 2018 – June 30, 2019	Step 9 +\$300
		Step 10 +\$300
		Step 11 +\$300
		Step 12 +\$300

Starting July 1, 2018, Library Aides who are given the duties and responsibilities of school clerk positions within the school department will receive their normal pay plus \$50/day for each full day working in the position, only if a full day, and with the Principal's advance knowledge and permission.

Form Study Committee consider language to propose to the Committee in regard to the conditions under which Library Aides can refuse to do the above referenced clerk duties for an additional \$50/day compensation. Said Study Committee will consider numerous factors before making recommendations, including but not limited to the length of the required duties and the type of duties.

Life Insurance :

In year two of the contract, increase life insurance option from \$2,000 to \$20,000.

Add new language:

Lowell Public Schools shall send bi-weekly updates to the Union of changes to the bargaining unit, including but not limited to, resignations, retirements, terminations, workers compensation, paid/unpaid leaves of absence, and other significant events which are already computed.

Union Activity – New Paragraph:
There shall be no retaliation for union activity.

Amend lanugauge & add new language :
Section 3. The Superintendent may require a doctor’s certificate for any absence exceeding 5 consecutive days or in case of repeated absences.

Assault & Battery/Workers’ Compensation:

Form Study Committee in regards to Section 12 proposed by Union on Assault/Battery pay and Workers’ Compensation to make proposals for language for adoption which would be consistent with other collective bargaining agreements in the school district.

Section 9 (p. 8 of July 1, 2012 – June 30, 2014 CBA)

Amend language, replacing current language with the following:

“ Section 9. Employees shall receive five days of annual paid leave in the event of the serious illness of the mother, father, child, grandparent, grandchild, husband or wife of either the employee or spouse thereof. Such leave shall be granted upon prior approval of the Superintendent.”

Article X – BEREAVEMENT (p.9 of July 1, 2012 – June 30, 2014 CBA)

On line 2 strike “ or serious illness” so that it reads “ School department Library Aides will be allowed leave with pay for up to five (5) days at any one time in the event of death in the immideate family.” The remaining lines of Article X will remain the same.

Signed this ____ day of _____ 2018.

For the Local 888, SEIU:

For the Lowell School Committee:

Leslee Oyeon
Stephanie Vantsilas
Jacqueline Dubugne
Jos C. Shea
Madeline Soto

