

**MEMORANDUM OF AGREEMENT
BETWEEN THE
LOWELL SCHOOL COMMITTEE
AND THE
UNITED TEACHERS OF LOWELL
JULY 1, 2020- JUNE 30, 2023
COLLECTIVE BARGAINING AGREEMENT
FOR
CAFETERIA BARGAINING UNIT**

Length of Contract 3 Years

Salary Increase:

First day	July 1, 2020 – June 30, 2021	2.0%
Midpoint	July 1, 2020 – June 30, 2021	0.0%
Last day	July 1, 2020 – June 30, 2021	0.0%
First day	July 1, 2021 – June 30, 2022	2.25%
Midpoint	July 1, 2021 – June 30, 2022	0.25%
Last day	July 1, 2021 – June 30, 2022	0.0%
First day	July 1, 2022 – June 30, 2023	2.5%
Midpoint	July 1, 2022 – June 30, 2023	0.0%
Last day	July 1, 2022 – June 30, 2023	0.0%

Effective June 30, 2021, increase the established base salaries for all employees who make less than \$50,000 at that time by \$500.00.

Effective July 1, 2021 (and after applying the COLA raise for that year) increase all cafeteria pay by \$2.00/hour with a \$17/hour minimum rate of pay for new hires and all call in/non-permanent/part time employees.

Study Groups:

The parties share the goal of diversifying our educator workforce. To that end, the parties agree to create a negotiation subcommittee on educator diversity that shall meet regularly. The goal of the negotiation subcommittee shall be to identify ways to help the Lowell Public Schools and the UTL diversify their workforce. The committee shall make recommendations to the bargaining teams by May 1, 2022, which the parties will consider and negotiate as part of a successor agreement.

Evaluations:

The parties agree to negotiate an evaluation instrument for the Cafeteria Bargaining Unit. The parties will implement such evaluations for the 22/23 school year.

Holiday Pay:

Add Juneteenth as a recognized holiday following the language within the collective bargaining agreement.

Signed in the City of Lowell on this ____ day of October 2021.

LOWELL SCHOOL COMMITTEE

UNITED TEACHERS OF LOWELL
