

**MEMORANDUM OF AGREEMENT
BETWEEN THE
LOWELL SCHOOL COMMITTEE
AND THE
UNITED TEACHERS OF LOWELL
JULY 1, 2020- JUNE 30, 2023
COLLECTIVE BARGAINING AGREEMENT
FOR
PARAPROFESSIONALS' 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 in voluntary rate of pay to \$20/hour.

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

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.

Article XVI School Year- Work and Payment Schedule:

On last day of Year 2, add new temporary paragraph which will be in effect for July 1, 2022- June 30, 2023, and which will sunset on June 30, 2023, unless negotiated into a successor agreement: Contingent on ESSER funding, for SY23, the regular work year of school-based personnel (Teacher and Paraprofessional units), will increase two Professional Development days at the beginning of the school year starting on July 1, 2022. These additional days shall be the same as the regular school day and paid at the daily rate of pay. In deliberating on next year's school calendar, the SC will weigh converting ½ days for PD to full student learning days. If such a calendar is approved, the UTL agrees not to object to such.

Evaluations:

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

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

LOWELL SCHOOL COMMITTEE

UNITED TEACHERS OF LOWELL
