



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

Joel D. Boyd, Ed.D
Superintendent

Tel: 978-674-4324
Fax: 978-937-7609
E-Mail: jhall@lowell.k12.ma.us

To: Dr. Joel Boyd, Superintendent of Schools
From: Dr. James Hall, Chief Operating Officer
Date: January 14, 2022
Re: Unaffiliated Employees- Substitute Coverage Stipend

I recommend that you request a vote from the Lowell School Committee authorizing \$125/day in additional compensation for unaffiliated personnel who serve as substitute teachers during times of substitute shortages. This additional compensation is provided to account for the extended evening hours that are required to catch up on work to meet the obligations of their standard duties while also providing classroom coverage during the contractual work day. This rate also accounts for the last-time nature of these duties and the change in hours that it may require of the employee. I request that this compensation be retroactively applied from January 3, 2022 and that it continue until June 30, 2022.