



Conor Baldwin  
Chief Financial Officer

## MEMORANDUM

**TO:** Eileen Donoghue, City Manager *EMD*

**FROM:** Conor Baldwin, Chief Financial Officer *B*

**DATE:** February 27, 2018

**SUBJECT: MOTION RESPONSE: C. Milinazzo** – 2/12/2018 - Req. City Mgr. Have The CFO Prepare A Report Highlighting Costs Associated With Salary And Wages For The School Department Budget For The Last 2 Contract Periods (6 Years) Including Teachers, Administrators, And Custodial Staff.

In response to the motion made by Councilor Milinazzo, the finance department has researched the history of the school departments contracts with the select bargaining units mentioned in the motion, as well as the actual and projected costs from the beginning through the end of the six-year contract period. A summary of the actual and projected costs are attached to this memo.

The Lowell School Committee approved contracts for teachers, custodians, and cafeteria workers at a special meeting at the Rogers School in June of 2017<sup>1</sup>. According to data provided by the Lowell School Department, the UTL bargaining units are comprised of approximately 1,669 members. The LSAA union, which represents administrators, has approximately 195 members. The actual increases in salaries for all unions and non-affiliated employees in the school department in 2016 were \$1.6 million, in 2017 the increase was \$10.2 million, and in 2018 the increase was \$2.7 million. Of those totals, the employee salary increases for UTL unions over that same period of time were \$1.5 million, \$8.4 million, and \$2.8 million, respectively, for a total of \$12.7 million from FY2015 through FY2018. For the LSAA union, the increases over the same period were \$1.5 million.

The projected increases for FY2019 and FY2020 are based on the contractual 3% increases for each year, staggered to impact on January 1<sup>st</sup> and on the last day of each fiscal year. For the UTL units and the LSAA union, the projected increase for all members is \$4.9 million for both years.

Please let me know if there are any questions.

<sup>1</sup> The UTL contracts were approved at a special meeting of the Lowell School Committee at the Rogers School on June 21, 2017. Due to some inconsistencies with the supporting documentation, the Law Department is actively investigating the matter.

<b>Salary - Actuals</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
School Executives	\$ 719,317	\$ 675,586	\$ 838,743	\$ 842,430
Principals	\$ 2,875,719	\$ 3,010,034	\$ 3,292,480	\$ 3,080,731
LSAA - Admins	\$ 16,339,284	\$ 16,311,251	\$ 17,628,582	\$ 17,867,495
UTL - Teachers	\$ 69,581,779	\$ 70,802,424	\$ 78,288,058	\$ 79,584,897
UTL - Paraprofessionals	\$ 8,740,036	\$ 8,956,568	\$ 9,831,395	\$ 11,343,340
SEIU - Library Aids	\$ 324,506	\$ 320,528	\$ 328,273	\$ 271,633
SEIU - School Clerks	\$ 2,658,724	\$ 2,703,814	\$ 2,792,956	\$ 2,774,006
UTL - Cafeteria Workers	\$ 2,079,912	\$ 2,032,578	\$ 2,115,652	\$ 2,080,747
UTL - Custodians	\$ 3,775,429	\$ 3,900,491	\$ 3,815,795	\$ 3,845,246
<b>Grand Total</b>	<b>\$ 107,094,704</b>	<b>\$ 108,713,275</b>	<b>\$ 118,931,934</b>	<b>\$ 121,690,527</b>
<b>Increase over prior year</b>		<b>\$ 1,618,571</b>	<b>\$ 10,218,659</b>	<b>\$ 2,758,593</b>

Collective Bargaining Unit - Schools	Actual Increase		Projected Increase		3- YEAR
	2018	2019	2020	TOTAL	
UTL - Teachers	\$ 1,296,840	\$ 795,849	\$ 2,427,499	\$ 4,520,187	
UTL - Custodians	\$ 29,450	\$ 38,452	\$ 117,288	\$ 185,191	
UTL - Paraprofessionals - COLA	\$ 874,826	\$ 113,433	\$ 345,995	\$ 1,334,254	
UTL - Paraprofessionals - NEW STEPS*	\$ 109,000	\$ 109,000	\$ 109,000	\$ 327,000	
UTL - Cafeteria Workers	\$ (34,904)	\$ 20,807	\$ 63,467	\$ 49,370	
LSAA - Administrators	\$ 238,913	\$ 178,675	\$ 544,994	\$ 962,582	
<b>TOTALS</b>	<b>\$ 2,514,125</b>	<b>\$ 1,256,217</b>	<b>\$ 3,608,242</b>	<b>\$ 7,378,584</b>	

\*\$250 added to each step x 436 Paras - from MUNIS