

AGREEMENT BETWEEN

SCHOOL COMMITTEE OF THE CITY OF LOWELL

AND

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

July 1, 2020 – June 30, 2023

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AGREEMENT BETWEEN

SCHOOL COMMITTEE OF THE CITY OF LOWELL

And

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION

PREAMBLE

WHEREAS, the School Committee of the City of Lowell, hereinafter referred to as "the Committee," and the Lowell School Administrators Association, hereinafter referred to as "the Association," acknowledge the power of the Committee to establish rules and regulations needed to operate the Lowell School System, and the Association accepts as its goal the educational, social, and emotional growth and development of each child, and

WHEREAS, it is hoped that the Agreement entered into will contribute to the betterment of public education in the City of Lowell.

NOW, THEREFORE, the following Agreement is made and entered into as of the 1st day of July, 2020, between the Committee and the Association.

WHICH AGREEMENT SHALL BE EFFECTIVE as of July 1, 2020, and will continue in effect until midnight June 30, 2023 and thereafter pending the execution of a successor agreement by the Committee and the Association as provided for in Article II.

ARTICLE I RECOGNITION

1-01. For the purpose of collective bargaining, the Committee recognizes the Association as the exclusive representative of all employees included in Massachusetts Labor Relations Commission Certification Case No. MCR-3995 dated April 1, 1991 and as may be subsequently modified by agreement of the parties hereto, excluding the Superintendent of Schools, Deputy Superintendent

of Schools, Assistant Superintendents of Schools, Project Director, School Building Principals as of the effective date of the Education Reform Act of 1993, managerial and confidential employees that are exempted by agreement of the parties or decision of the Massachusetts Labor Relations Commission, all Unit A personnel and all other school employees. The members of the Administrators bargaining unit shall hereinafter be referred to as "Association Members," "Administrators," "employees," or similar terminology.

ARTICLE II NEGOTIATION PROCEDURE

2-01. Negotiations for the successor collective bargaining agreement shall not begin before January 2, 2023.

2-02. Any subsequent agreement will be reduced to writing and signed by the Committee and the Association.

2-03. Committee agrees to confine collective bargaining negotiations as to personnel represented by the Association exclusively with the Association so long as it remains the exclusive representative for collective bargaining of those employees encompassed in the bargaining unit as set forth in Article I of this Agreement.

ARTICLE III GRIEVANCE PROCEDURE

3-01. DEFINITION

A "grievance" is hereby defined as a complaint by a member of the Association or group of such members of an alleged violation of this Agreement, or a dispute involving the meaning, the interpretation, or the application thereof.

3-02. RULES

A. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limit to the aggrieved employee and to the Chairperson of the Association's Grievance Committee shall permit the aggrieved party or parties to proceed to the next step.

B. Failure at any step of the procedure to appeal the grievance to the

next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.

C. A grievance that affects a group or a class of administrative or supervisory personnel represented by the Association may be submitted in writing directly to the Superintendent and the processing of any such grievance shall commence at Level Two.

D. An employee may present a grievance without representation by the Association provided that an Association representative is afforded the opportunity to be present and heard at each level of the grievance procedure and that any adjustment made shall not be inconsistent with the terms of this Agreement.

E. A grievance report form designated Appendix B, as attached, must be filed for all grievances regardless of step level, and a copy of such grievance shall be provided to the Chairperson of the Association's Grievance Committee.

3-03. PROCEDURE

LEVEL ONE

A member of the Association with a grievance, with or without the Chairperson of the Association's Grievance Committee, or its designee, shall present the grievance to his/her immediate superior in writing on a facsimile of Appendix B, as attached, within fifteen calendar days of the occurrence of the event upon which the grievance is based.

LEVEL TWO

- (A) In the event that the grievance shall not have been disposed of to the satisfaction of the aggrieved employee at Level One, or in the event that no decision has been reached within five (5) work days after the presentation of the grievance to the immediate superior, the grievance shall, within the next five (5) days, be referred to the Superintendent of Schools.
- (B) The Superintendent, or his designee, shall represent the Committee at this level of the grievance procedure. Within five (5) workdays of his receipt of the grievance, the Superintendent shall meet with

the aggrieved employee and the Chairperson of the Association's Grievance Committee in an effort to settle the grievance.

LEVEL THREE

In the event that the grievance shall not have been satisfactorily disposed of at Level Two, or in the event that no decision has been rendered within five (5) work days after the Level Two meeting, the Association may within five (5) work days refer the grievance in writing to the Committee on a facsimile of Appendix B, as attached. Within five (5) workdays thereafter, the Committee shall meet with the aggrieved employee and the Association's Grievance Committee in an effort to settle the grievance.

LEVEL FOUR

In the event that the grievance shall not have been satisfactorily disposed of at Level Three, or in the event that no decision has been rendered within five (5) work days after the Level Three meeting, the Association may, within one (1) complete calendar month, refer the unsettled grievance to arbitration if a timely and proper notation and signature of the Grievant and Chairperson of the Association's Grievance Committee is made on a facsimile of Appendix B, as attached.

The arbitrator shall be selected by an agreement between the parties. If the parties are unable to agree upon an arbitrator, the selection shall be made by the American Arbitration Association in accordance with the voluntary labor arbitration rules and regulations of the American Arbitration Association.

The arbitrator shall be without power or authority to make any decision prohibited by law or to add to, alter, or modify this Agreement.

The decision of the arbitrator shall be in writing and shall set forth his/her findings of fact, reasoning, and conclusions on the issues submitted. The arbitrator's decision, when made within the scope of his/her authority shall be final and binding on all parties. The costs of services of the arbitrator shall be borne equally by the Committee and the Association.

ARTICLE IV CONTINUITY OF EMPLOYMENT

4-01. The Association and the Committee agree that differences between the parties shall be settled by peaceful means as provided within this Agreement. Neither the Association nor any of its members shall, for the term of this Agreement or pending the negotiation of a new Agreement, engage in, instigate, or condone any strike, work stoppage, or any concerted refusal to perform normal work duties.

ARTICLE V COMPENSATION

5-01. Administrators' salaries during the term of this Agreement shall be as set forth in the Salary Schedules designated as Appendix A that are attached hereto and made a part hereof. All preexisting salary stipends and orientation day per diems which have not already been incorporated into the annual salaries shall be folded into and become a part of the annual salaries for those classifications. All salaries, including those which have been adjusted pursuant to this Agreement, shall then be increased in the manner or amounts as of the dates set forth below (retroactively if applicable):

- | | | |
|----|--------------------|-------------------------------------|
| 1. | July 1, 2020 | Two Percent (2%) |
| 2. | July 1, 2021 | Two and One Quarter Percent (2.25%) |
| 3. | Midpoint 2021-2022 | One Quarter Percent (0.25%) |
| 4. | July 1, 2022 | Two and One-Half Percent (2.5%) |

It is expressly recognized by the School Committee and the LSAA that the Years of Service Increments on the LSAA's Salary Schedules are for combined teaching and/or administrative service in the Lowell Public Schools.

5-02. There shall be no partial payment for credits towards a Master's degree except that being paid to those who prior to January 7, 1969 were being paid partial payment for specified credits earned toward a Master's Degree.

5-03. In recognition of regularity of professional service rendered and as an incentive to the continued regularity of such service, personnel represented by the Association who have served in the Lowell School System for a minimum period of fifteen (15) years will, upon resignation or retirement from the

Department be paid an amount equivalent to one third (1/3) of their unused sick leave accumulation as of the effective date of their resignation or retirement.

Administrators who notify the Superintendent of their resignation or retirement on or before January 15th of the year in which they plan to resign or retire will have the option of receiving their sick leave redemption amount in either one of the following three (3) ways:

- (a) In a single lump sum payment on July 1 of the year of their resignation or retirement; or
- (b) In two equal payments of 50% of the total with the first such payment being made on July 1 of the year of their resignation or retirement and with the second such payment being made six months later on the following January 1.
- (c) In a single lump sum payment on the following January 1.

Administrators who do not notify the Superintendent of their resignation or retirement until after January 15 of the year in which they plan to resign or retire shall receive their sick leave redemption amount in two equal payments of 50% of the total with the first such payment being made on July 1 of the year of their resignation or retirement and the second such payment being made one year later on the following July 1.

Notwithstanding what else is written in the Contract, there is no right to sick leave buyback and/or payment for any amount of unused sick leave accumulation for employees hired on or after June 30, 2018; however, if one was hired from another Lowell position, one's sick leave buyback is capped at that dollar amount which they are eligible for at that time and an additional \$20,000.00 payout. Sick leave buyback may be paid at the Employer's option within the first month of the fiscal year following the Employee's retirement. Present employees are capped at present amount as of June 30, 2018 plus an additional \$20,000.00 payout going forward.

5-04. In recognition of regularity of professional service rendered and as an incentive to the continued regularity of such service, personnel represented by the Association who have served in the Lowell School System for a minimum of fifteen (15) years may, as an alternative to Section 5-04 of this Article V, obtain an increase in compensation in their final school year by complying with the

following procedure:

Eligible personnel represented by the Association who desire to participate will notify the Superintendent of Schools, in writing, not later than January the First of the school year prior to the school year in which they intend to retire of their intention to so retire under the provisions of the Massachusetts Teachers Retirement Act. Then, at the commencement of their final school year, a sum equivalent to one third (1/3) of their unused sick leave accumulation as of the close of the school year immediately preceding their final school year of employment will be added to the salaries of such personnel represented by the Association during their final year of employment.

One third (1/3) of their accumulated sick leave as of the close of the school year immediately preceding their final retirement year will be subtracted from the accumulated sick leave of such personnel represented by the Association. Prior to the commencement of their final year, eligible personnel represented by the Association desiring to participate must agree in writing that if they fail to retire as intended (unless so prevented by death) they will repay the City of Lowell the difference between the salary which was actually received under the provisions of this Section and that which the member of the Association would have received had he, or she, not submitted their notice of intent to retire, said amount to be deducted in full from subsequent paychecks until the entire amount is repaid.

Notwithstanding what else is written in the Contract, there is no right to sick leave buyback and/or payment for any amount of unused sick leave accumulation for employees hired on or after June 30, 2018; however, if one was hired from another Lowell position, one's sick leave buyback is capped at that dollar amount which they are eligible for at that time and an additional \$20,000.00 payout. Sick leave buyback may be paid at the Employer's option within the first month of the fiscal year following the Employee's retirement. Present employees are capped at present amount as of June 30, 2018 plus an additional \$20,000.00 payout going forward.

5-05. In the event a member of the Association who did not elect a retirement allowance provided in Section 5-04 of this Article dies, his or her estate shall receive the sum that would have been payable to the deceased member of the Association if he or she had lived.

5-06. In the event a member of the Association who elected the

retirement allowance as provided for in Section 5-04 of this Article dies prior to the commencement of the final retirement year, or during the final retirement year, such member of the Association's estate will be paid, in the first instance, a sum equivalent to the differential such member would have received if the entire retirement year had been worked, and in the second instance, the member of the Association's estate will be paid a sum equal to the difference between the differential actually paid to such member prior to his or her death and the amount of the differential that would have been paid to such member if he or she had worked the entire retirement year.

5-07. a. The annual salary of every member of the bargaining unit shall be calculated according to the following formula:

$$A = S + .003NS$$

that is, the annual salary (A) shall be equal to a person's salary schedule placement (S) plus .003 times the number of years employed by the Lowell School Committee (N) times the salary schedule placement (S).

b. The Association and the School Committee agree that service with any other State, County, or Municipal Employer, or any other body politic, shall not be considered in computing eligibility for longevity purposes.

c. Longevity pay shall not be considered part of the base pay for purposes of computing vacation pay, sick leave, overtime, etc. However, it shall be considered for purposes of computation of retirement benefits and deductions therefor.

d. All Longevity payments shall be frozen at the actual cash amounts paid as of June 30, 1989. Longevity payments shall be made in December of each school year.

5-08. The Fiscal Year 1991 Base Salary Adjustment Agreement, which is attached hereto as Appendix C, is hereby incorporated by reference into this Agreement.

5-09. Association members shall be compensated for In-service Training on an hourly basis. The rate of compensation shall be \$32.50 per hour. Effective upon ratification of this Agreement, the hourly rate that is set forth in Section 5-09 shall be increased from \$32.50 to \$42.50.

5-10. All hourly rates for Administrators, other than the In-Service Training rate, shall be based upon each Administrator's actual hourly rate of pay which shall be determined by dividing his/her total annual salary by the number of days in his/her specified work year and by then dividing that per diem rate by the number of hours in his/her specified work day (or by the number of hours in his/her regular work day if none are so specified). No hourly compensation shall be paid unless previously approved by the Building Principal and/or the Superintendent of Schools.

5-11. Any Administrator who performs the duties of a lead teacher or lead specialist as part of his/her responsibilities shall receive an annual stipend of \$3600 for doing so.

Any Administrator who performs the duties of adjunct faculty in the New Teacher Academy shall receive a stipend of \$2900 for each three-credit graduate level course taught (\$3900 if the Administrator possesses a doctorate degree).

The Social Worker at the Bridge Program shall receive an annual stipend of \$6,750 for additional work at the Bridge Program, including but not limited to, work before and after school transporting students to programs.

5-12. In order to insure that any Administrator who serves as either a coach of an athletic team or as an advisor to a club or other extracurricular activity will be eligible to include the compensation that he/she receives for such service in his/her retirement computation base, the Coaches and Advisors Salary Schedules from the UTL contract shall be attached to this Agreement and made a part hereof.

5-13. All Administrators shall utilize Direct Deposit and shall be paid on a bi-weekly basis. Bi-weekly pay to be implemented on last day of Contract for all LSAA Members with option for six (6) month extension to be exercised by last day of Contract.

5-14. Study Group - Work Year & Compensation Equity/Wage Compression: The parties agree that the historic practice of working towards a fair and just compensation system through equivalent across-the-board salary increases for all employee groups has resulted in reports of wage inequities when comparing pay schedules across the bargaining unit's different job classifications, and over time, has resulted in issues of wage compression across

the district - which will inevitably be compounded in future agreements if the issue is not thoroughly studied and collaboratively resolved. This Study group will also study work hours at Central Office.

Thus, the parties agree to actively participate in a study group, which is facilitated by a qualified and experienced external agency, to develop an equitable and sustainable approach to future compensation changes. The study will work to objectively identify how competitive, in relative terms, the overall compensation package is for each distinct job classification within the bargaining unit given changing requirements and in consideration of what comparable organizations and employers - locally, regionally and nationally - are paying employees in positions with similar duties and requisite skills. The parties further agree that the findings and recommendations of the study group will inform all future collective bargaining agreements between the parties.

ARTICLE VI INSURANCE

References, offerings, and language in the contract shall be updated to reflect the acceptance by the Committee and Union of the current practices, offerings, and insurances offered by the Commonwealth of Massachusetts Group Insurance Commission, including but not limited to the terms and conditions of the Memorandum of Agreement Between the City of Lowell and the Public Employee Committee (PEC), to provide insurance through the group insurance commission. The PEC Agreement is attached to the Contract as Appendix E and is hereby incorporated herein by reference.

6-01. Health Insurance

- (a) The City of Lowell shall provide three-fourths of the cost of the Master Medical, or similar plan, adopted by the City under Chapter 32B of the General Laws of the Commonwealth. The Administrators' 25% share of such premiums shall be deducted from their salaries on a pre-tax basis.
- (b) On or after July 1, 2007, the insurance plan for the members of the administrative bargaining unit shall include the following coverage options: Master Medical, PPO, or HMO. At least once a fiscal year, as determined by the employer, employees shall select from among the coverage options being offered by the City.

- (c) On and after July 1, 2008, the difference in employee contribution to premium cost for Master Medical coverage shall not exceed 25% for HMO coverage, and shall not exceed 12.5% between Master Medical coverage and the PPO plan and 12.5% between the PPO plan and the HMO plan. Any future increases in the maximum differentials specified above as may be proposed by the City will be negotiated in good faith with the Association; provided, the City shall not be obligated to negotiate over a change in employee contribution to premium cost which does not exceed the applicable maximum differentials. However, the cost of an employee contribution to the cost of any coverage option, Master Medical, PPO or HMO, offered by the City shall be the same for the members of the Administrators' bargaining unit as for all other City employees.

6-02. Life Insurance: The City of Lowell shall provide one-half the cost of a \$2,000.00 life insurance policy, as adopted by the City under Chapter 32B of the General Laws of the Commonwealth. The amount of Life Insurance shall be increased from an option of two thousand dollars (\$2,000) to an option of twenty thousand dollars (\$20,000) as of July 1, 2018. The options afforded to Unit A Members (UTL) shall also be afforded to Unit B Members (LSAA)*. (This provision was inserted in the event that there were legal barriers to implementing the \$20,000 option in FY2019 to allow a negotiated remedy for the delay.)

6-03. Protective Provision: The Committee and the Association agree that the insurance plans mentioned under 6-01 and 6-02 of this Article now in effect for personnel represented by the Association shall continue as to benefits and costs to the employees encompassed therein with the understanding however, that any increase in benefits or lessening of employees' cost in any other City Department will inure to the benefit of the personnel represented by the Association.

6-04. Members of Association who have been subject to reduction in force may maintain Blue Cross and Blue Shield medical coverage as long as it is allowed by law and is at no cost to the City of Lowell.

ARTICLE VII PENSIONS

7-01. The Committee and the Association agree that all provisions of the Massachusetts Teachers Retirement Plan shall be made part of this Agreement.

ARTICLE VIII SICK LEAVE AND LEAVES OF ABSENCE

8-01. All employees covered by this Agreement shall be granted an annual leave of fifteen (15) days without loss of pay for absence caused by illness, injury, or exposure to contagious disease. Such sick leave, except as provided otherwise by this Agreement, not used in the year or service for which it is granted shall have unlimited accumulation. Sick leave may be used at any time during the Administrator's work year.

8-02. As to personnel represented by the Association, other than per diem substitutes or casual personnel represented by the Association, employed as of the first day in September of any given school year, the sick leave allowance as provided for in Section 8-01 of this Article shall be granted in its entirety as of such first work day in September. As to applicable personnel represented by the Association employed subsequent to the first work day of September of any given school year, the fifteen (15) day sick leave allowance shall be allowed on a pro-rated basis computed in relation to the time remaining between the employee's date of employment and the close of the school year and, in such computation, personnel represented by the Association initially employed after the fifteenth of any month shall have such month of initial employment excluded from such pro-rated computation.

8-03. In addition to the regular fifteen (15) day cumulative sick leave allowance referred to in Section 8-01, personnel represented by the Association shall be entitled to an additional full day of sick leave for each school year of perfect attendance, but such allowance shall not exceed thirty (30) days at any time.

8-04. In addition to personal injury or illness, the sick leave allowance as set forth in Section 8-01, Section 8-02, and Section 8-03 may be used for any reason approved by the Superintendent whose decision thereon shall be final and binding.

8-05. Further, in addition to the regular sick leave provisions as provided for in this Article, there shall be allowed to personnel with professional status represented by the Association who have, by reason of a continuing illness, depleted their sick leave allowance, an extended sick leave allowance based on and equal to the number of sick leave days credited to them as of January the First of the year in which the extended sick leave application is filed. In no case, however, shall the extended sick leave allowance be greater than 180 days.

8-06. Eligibility for such extended sick leave allowance shall be determined by a three member medical panel comprised of one physician selected by the Committee, one physician selected by the applicant, and the third physician selected by the other two physicians first selected. Such medical panel must, by a majority vote, certify that the illness of the applicant is one that is likely to require a medically approved absence from school duties for a protracted period of time.

8-07. Any Administrator who is injured or disabled as a result of an assault and battery while acting in the course of his/her employment shall apply for worker's compensation. If an Administrator is incapacitated as a result of a workplace assault, he/she shall be compensated by the School Committee for the difference between the worker's compensation rate and the Administrator's normal rate of pay without regard to the Administrator's sick leave benefits.

8-08. At the conclusion of each school year, each Administrator, at his/her option, may "buy-back" sick leave days in the following manner:

<u>Sick Days Taken</u>	<u>Buy-Back</u>
0	Up to 5 days
1	Up to 4 days
2	Up to 3 days
3	Up to 2 days
4	1 day

For the purpose of this provision, the rate of compensation shall be the current per diem rate of a day-to-day substitute teacher. Sick leave days bought back shall be deducted from the Administrator's accumulated sick leave.

8-09. The Superintendent may direct any Administrator who uses either twenty-five (25) consecutive school days of sick leave or fifty (50) school days of sick leave within a sixty (60) school day period to submit for review the issue of

whether or not the sick leave is for a legitimate medical reason. The Administrator and the School Committee shall each designate a physician to make that determination. If the two physicians do not agree, the matter shall be referred to a third physician whom those two physicians shall elect and that third physician's decision shall be binding on the question of whether or not the illness of the Administrator is medically approved to justify further use of sick leave by the Administrator. This provision will not apply to Administrators who have been diagnosed and/or are being treated for a long term serious physical illness for which documentation has been provided.

8-10. PERSONAL LEAVE: Personnel represented by the Association shall be allowed three (3) days of paid personal leave per year. The Association member shall request such leave twenty-four (24) hours before the absence occurs whenever possible. No reason other than "leave for personal reasons" shall be required when requesting this leave. Personal days may not be used the day prior to or the day after a holiday or vacation. Such leave shall not be cumulative from year to year. Any member of the Association who chooses not to utilize his/her personal days during any given school year shall have the unused personal leave days added to his/her accumulation of unused sick days.

Notwithstanding the prohibition in the preceding paragraph against taking personal leave days on the day prior to or the day after a holiday or vacation, a personal day may be taken on any such day provided (1) that a timely advance request specifying a valid reason for the request is submitted to the Superintendent or his designee and (2) that the Superintendent or his designee approves the request. The decision of the Superintendent or his designee on any such request shall be final and shall not be subject to the grievance and arbitration procedure.

8-11. BEREAVEMENT LEAVE: Personnel represented by the Association will be allowed leave with pay for up to five (5) days at any one time in the event of death or serious illness in the immediate family. Immediate family is defined as follows: husband, wife, mother, father, son, daughter, brother, sister, grandfather, grandmother, grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, or either the employee or spouse thereof, or any relative of the employee or spouse thereof, who was actually living in the immediate household of the employee at the time of death or commencement of the final illness or accident. The foregoing definition of immediate family shall also include all step-children, step-parents and step-siblings. In addition, one (1) day with pay will be granted in the event

of the death or serious illness of an aunt, uncle, niece or nephew of either the employee or spouse thereof.

In the event that the United Teachers of Lowell should subsequently agree to a reduction in the number of bereavement days for members of the immediate family, then the same reduction shall be applicable to this Agreement under the same terms as may be agreed upon by the United Teachers of Lowell and the Committee.

8-12. RELIGIOUS LEAVE: An employee shall, upon written notice to the Superintendent, be granted as a reasonable accommodation to members of any religious denomination, up to three (3) days of paid religious leave each year.

8-13. DELEGATIONS: When a member of the Association, including one retired from the Lowell School System, dies, the Association shall have the right to designate one (1) person to attend such funeral as part of an official delegation. The Superintendent shall be informed of this designation. Personnel designated by the Association attending such funerals will be entitled to time off with pay to do so, but shall return to work within one-half hour after the funeral ceremony. Exceptions to these limitations must be approved by the Superintendent.

ARTICLE IX MATERNITY AND ADOPTION LEAVE

9-01. Maternity leave will be granted to any pregnant member of the Association upon written request made to the office of the Superintendent of Schools accompanied by a physician's certificate attesting to the fact of pregnancy. The effective date of such leave shall be at the discretion of the member of the Association provided that she has the ability to perform to the fullest all aspects of her job while pregnant. Any dispute as to such ability to so perform will be satisfied by the affected member represented by the Association submitting to the Superintendent's office a medical certificate attesting to her ability to physically perform her administrative duties.

9-02. An Association member may resume employment after the termination of pregnancy by providing a physician's certificate to the Superintendent. Such certificate must indicate that the member of the Association is physically able to resume her administrative duties. The Superintendent shall have the right to have a physician of his choice conduct a health examination of such member to confirm the certification of the member's

physician.

9-03. The maximum duration of any maternity leave shall be, at the election of the member of the Association, the September the First following the inception of the leave or the September the First following the child's first birthday. Failure to return at the termination of maternity leave shall be considered as an automatic resignation on the part of the member of the Association so failing to return.

9-04. A member of the Association on maternity leave is entitled to use her sick leave days for the twelve (12) week period (not to exceed sixty (60) school days) following the birth or delivery of the child. Sick leave days may be used outside of the twelve (12) week period in the event of a disability from the pregnancy, birth or delivery.

9-05. Upon the expiration of whichever maternity leave period is the later, namely, maternity leave with sick leave pay or maternity leave without pay, failure to return at such time will be considered as automatic resignation on the part of such member of the Association.

9-06. ADOPTION/CHILD REARING LEAVE: Up to one year leave, without pay, will be granted to a member of the Association upon request, for the purpose of either child-rearing or adoption. Upon receiving notification of being accepted on an adoption list, the employee shall notify the Superintendent of Schools. Upon receiving confirmation of the child's availability, the employee shall notify the Superintendent of the date. Leave shall commence immediately upon said date.

The employee may continue health insurance benefits during the period of the leave, but will be responsible for the entire cost of the coverage. The employee is not eligible for sick leave benefits while on this leave.

In addition to the unpaid leave, an employee who has adopted a child shall be entitled to the same paid leave benefits as set forth in Section 9-04 above.

9-07. Male LSAA Members shall be eligible for Paternity Leave benefits on the same terms as Maternity Leave for female LSAA Members.

ARTICLE X SABBATICAL LEAVE

10-01. The Committee, upon the recommendation of the Superintendent of Schools, may grant a Sabbatical Leave for an approved graduate study program or research to members of the Association who have completed at least six consecutive years of administrative experience in the Lowell Public School System.

10-02. Prior to the granting of such a Sabbatical Leave, the applicant shall enter into a written agreement with the Committee that, upon the termination of such leave, the applicant will return to service in the Lowell School Department for a period equal to twice the length of such leave and that, in default of completing such service, the applicant will refund to the City of Lowell an amount equal to such proportion of salary received by the applicant on leave as the amount of service not actually rendered as agreed bears to the whole amount of service agreed to be rendered.

10-03. Requests for Sabbatical Leave shall be submitted to the Superintendent in writing in such form as may be required by the Superintendent no later than February the First of any given year and action must be taken on all such requests no later than April the Fifteenth of the school year preceding the school year for which the Sabbatical Leave is requested.

10-04. Not more than one Sabbatical Leave of absence may be granted for any school year. In case there is more than one applicant for a particular year, the recommendation of the Superintendent shall be made on the basis of the value of the proposed leave to the education system of Lowell and his decision thereon shall be final and binding and not subject to the grievance procedure of this Agreement.

10-05. Upon completion of a Sabbatical Leave, the recipient of the leave shall submit a comprehensive report to the Superintendent containing transcripts of all college or university work done while on leave or any other pertinent data or interpretative material considered essential to an evaluation of such recipient's program.

10-06. Recipients of Sabbatical Leave shall retain professional status and all other prescribed rights or benefits which would otherwise be theirs if they were actually administering in the Lowell Public Schools during the period of

leave.

10-07. A recipient of a Sabbatical Leave must serve for an additional six consecutive years of service in the Lowell Public Schools before being eligible for consideration for a second Sabbatical Leave.

10-08. A Sabbatical Leave of absence shall not be granted for less than one full semester nor for more than one full school year.

10-09. Recipients on Sabbatical Leave shall be entitled to receive as compensation the amount of one-half (1/2) the salary which they would have earned in the service of the Lowell Public Schools if they had not been on a Sabbatical Leave.

10-10. Nothing in this Sabbatical Leave policy is to be interpreted as guaranteeing a Sabbatical Leave of absence to any member of the Association.

ARTICLE XI EXPENSE REIMBURSEMENT

11-01. Members of the Association whose duties entail travel to various schools in the course of their work day shall, upon submission of prescribed monthly vouchers that are approved by the Superintendent or designee, be reimbursed for said travel at the then-current Internal Revenue Service mileage rate.

11-02. Association members assigned to the following schools shall be granted free access to parking at the Ayotte Garage or the John Street Garage during days when school is in session: Lowell High School, Clement G. McDonough Arts Magnet School and Clement G. McDonough City Magnet School.

11-03. Administrators will be reimbursed for parking expenses incurred in connection with training or programs that are held at the Central Office. The School District will make efforts to conduct such meetings at other locations where there will not be any parking expense.

ARTICLE XII POSTING POSITIONS

12-01. Whenever any vacancy or newly created position which is construed by the Committee to be permanent in nature occurs in any member of the Association's position, the Committee shall cause to be published a written notice of such vacancy setting forth the job requirements, job description and salary and time for filing applications. Said notice shall be delivered to the President of the Association whose responsibility shall be to have copies of said notice posted in all school buildings. Except during the months of July and August, no such vacancy shall be filled earlier than upon the expiration of twenty (20) calendar days from the date of delivery of such notice to the President of the Association.

12-02. Should the Committee change any of the eligibility requirements, qualifications and/or duties of the posted position, the vacancy shall be reposted pursuant to this article.

12-03. Any member of the Association possessing the necessary qualifications may apply for such vacancies and all position applicants shall be considered when eligible. All applications shall be in writing and shall set forth the position for which the applicant is to be considered.

12-04. No such vacancy shall be filled during the months of July and August earlier than upon the expiration of ten (10) business days (two calendar weeks exclusive of legal holidays) from the date on which the Personnel Office emails or faxes the notice of a summer posting to the President of the Association or his/her designee.

ARTICLE XIII SCHOOL YEAR WORK AND PAYMENTS SCHEDULE

13-01. The school year and work day for all members of the Association will be as set forth in the chart which appears in Section 13-02.

13-02. (1) The work year and work day for all administrative classifications are as set forth in the chart below. However, incumbents as of the date of the ratification of the Memorandum of Agreement for the 2002 – 2004 contract (dated April 2, 2003) in those classifications which have a shorter work year in parentheses immediately following the specified work year shall be

“grandfathered” at that shorter work year for as long as they remain employed in those classifications unless they voluntarily agree to work the longer specified work year for which a higher salary is paid for working the longer work year in those classifications.

Position	Work Year	Work Day
Director of:		
Adult Education	216 (201)	8 hrs
Athletics/Physical Education	216	8 hrs
Educational Technologies and Media	216	8 hrs
Director of Alternative Education	216	8 hrs
Lowell Teacher Academy	216	8hrs
Special Education	223	8hrs
Title I	216	8hrs
Student Resource Center	216	8 hrs
Coordinator of:		
Early Childhood Education	216	8 hrs
Educational Television	213	8 hrs
Extended Time Programs	216	8 hrs
Family Resource Center	228	As per 27-02
Coordinator of:	Work Year	Work Day
Guidance	213	8 hrs
Induction Programs	213	8 hrs
Mathematics	213	8 hrs
Mathematics (Pre-K – 4)	213	8 hrs
Mathematics (5 – 12)	213	8 hrs
Parent Information Center	213	8 hrs
Professional Development	213	8 hrs
Reading/Language Arts	213	8 hrs
Reading/Language Arts (Pre-K – 4)	213	8 hrs
Reading/Language Arts (5 – 12)	213	8 hrs
Research, Testing and Assessment	213	8 hrs
School Improvement and Accountability	213	8 hrs
Science/Social Studies (Pre-K – 12)	213	8 hrs
Services for English Language Learners	213	8 hrs
Special Programs	213	8 hrs

Other District Wide Positions:	Work Year	Work Day
Assistant Early Child Coordinator	216	8 hrs
Assistant Director for Special Education	201	8 hrs
Board-Certified Behavior Specialist*	191	7 hrs, 10 min
District Support Specialist*	196	7 hrs, 10 min
Coordinator of Social and Emotional Learning	196	7hrs, 10 min
Early Childhood Coach and Program Developer	196	7 hrs 10 min
Evaluation Team Chairperson*	191	7 hrs, 10 min
Mathematics Specialist*	191	7 hrs, 10 min
School Psychologist*	191 (181)	7 hrs, 10 min
Social Worker*	191 (181)	7 hrs, 10 min
Specialist for Community Outreach and Support of ELL	213	8 hrs
Specialist for English Language Learner Research and Testing	213	8 hrs
Attendance Officer*	181	7 hrs, 10 min
School-Based Positions:	Work Year	Work Day
Alternative School Coordinator	196 (191)	7 hrs, 10 min
Assistant Principal – Elementary School*	196	As per 27-02
Assistant Principal – Middle School*	196	As per 27-02
Behavior Specialist*	196	7 hrs, 10 min
Guidance Counselor*	191	7 hrs, 10 min
Instructional Specialist*	191	7 hrs, 10 min
Library Media Specialist*	181	7 hrs, 10 min
School-Based Positions:	Work Year	Work Day
Literacy Specialist*	191	7 hrs, 10 min
Management Information Specialist*	191	7 hrs, 10 min
Reading Specialist*	191	7 hrs, 10 min
Social Worker*	191 (181)	7 hrs, 10 min
Case Worker – Bridge Program	196	7 hrs, 10 min
Early Childhood Specialist	215	7 hrs, 10 min
Lowell High School Positions:	Work Year	Work Day
Crisis Intervention Specialist*	191	7 hrs, 10 min
Coordinator of Student Support Services	206	As per 27-02
Coordinator of Testing and Assessment	213	7 hrs, 10 min
Department Chairperson*	196	As per 27-02
Director of Curriculum, Instruction and Assessment	216	As per 27-02

Lowell High School Positions:	Work Year	Work Day
Director of McDonough Freshman Academy*	196	As per 27-02
Discipline and Operations Specialist*	196	7 hrs, 10 min
House Dean	196	As per 27-02
Dean	223	As per 27-02
Student Support Specialist*	196	7 hrs, 10 min
Student Support Services Specialist*	196	7 hrs, 10 min

*Work year includes one (1) additional day for Orientation with one day's per diem incorporated into the annual salary for these classifications as per Section 13-03.

**All LSAA Members shall be required to work Election Day as part of their normal work year.

- (2) For any administrative classification with a 181 day work year, the work year shall consist of 185 scheduled school days with 181 of such days to be worked.
- (3) The forty-three (43) days beyond the school year in the High School Dean's two hundred twenty-three (223) day work year shall be scheduled as follows:
 - a. The five (5) days immediately after the end of the school year.
 - b. Five (5) days during the month of July to be scheduled by agreement between the Head of School and the Dean.
 - c. The ten (10) days prior to the start of the school year that begin with the Leadership Academy.
 - d. Five (5) additional days beyond the school year to be scheduled by agreement between the Head of School and the Dean.
 - e. Eighteen (18) additional days to be scheduled by agreement between the Head of School and the Dean.

- (4) The 196 day work year for the Elementary School Assistant Principals, the Middle School Assistant Principals, the High School House Deans and the Director of the McDonough Freshman Academy shall consist of the ten (10) days immediately prior to the start of the school year, the 181 day school year and the five (5) days immediately after the end of the school year.
- (5) The 196 day work year for the District Support Specialists shall consist of the ten (10) days immediately prior to the start of the school year, the 181 day school year and the five (5) days immediately after the end of the school year.
- (6) The ten (10) extra days in the 191 day work year of the Literacy Specialists (K-4) and the Instructional Specialists (5 – 12) shall be scheduled on dates that are mutually agreed to on an individual basis by each such Specialist and his/her Building Principal. In the event that any Literacy or Instructional Specialist and his/her Building Principal cannot agree upon the dates on which those ten (10) extra days shall be scheduled, they shall be scheduled for the five (5) days immediately prior to the start of the school year and the five (5) days after the end of the school year.
- (7) The 191 day work year for the Behavior Modification Specialists shall consist of the five (5) days immediately prior to the start of the school year, the 181 day school year and the five (5) days immediately after the end of the school year.
- (8) The 191 day work year for the Guidance Counselors at both the Middle Schools and the High School shall consist of the five (5) days immediately prior to the start of the school year, the 181 day school year and the five (5) days immediately after the end of the school year.
 - (a) The Coordinator of Student Support Services at Lowell High School may request that a Guidance Counselor at the High School alter his/her work hours and work days so that he/she can be available to meet with parents and students outside of the regular work day or work year; for example,

- i. for three (3) hours a day during days beyond their normal work year; or
 - ii. from the close of school to 6:30 p.m.
 - (b) In those cases in which a Guidance Counselor accepts the request of the Coordinator of Student Support Services, the Coordinator and the Guidance Counselor will agree upon a corresponding number of hours during the regular work day and/or regular work year when the Counselor will be excused for work. The option of whether or not to accept the Coordinator's request to alter his/her work days or work hours is entirely at the discretion of the Guidance Counselor and no adverse action shall be taken in the case of a Guidance Counselor who exercises his/her option not to accept the Coordinator's request.
 - (c) The foregoing compensatory time off provision will not be applicable to major high school events in the evening in which the participation of Administrators and Guidance Counselors is expected but not mandated; examples of such events would be College Fairs, Honors Night and Financial Aid Night. However, compensatory time off will be granted to College Relations Guidance Counselors for evening work that is specific to their role and for which College Relations Guidance Counselors have major organizing responsibility; examples of such events are Scholarship Night, Financial Aid Night and College Fairs. In other words, Guidance Counselors who plan, organize and coordinate college relations night activities will continue to receive compensatory time off for such planning, organizing and coordinating whereas those other Guidance Counselors who are expected, but not mandated, to attend such events will not, in accordance with the existing established practice, receive compensatory time off for their attendance at such events.
- (9) 191 Day SPED Social Workers, ETC's, BCBA's, Autism Specialists and School Psychologists (if their current primary evaluator is the

Special Education Director) shall have a 191 day work year with four (4) flexible work days not to be used three (3) days before the start of school or three (3) days after the last day of school with at least two (2) school days advance approval by the Special Education Director or her designee, after her assessment of the employee's present workload, current duties and compliance.

- (10) The work year for all other classifications with a work year of 191 days or more shall, unless otherwise specified herein, be scheduled in accordance with the existing practice.
- (11) Effective as of July 1, 2018, the 213 day work year for the following Coordinators shall consist of the ten (10) days immediately prior to the start of the school year, the 181 day school year and the five (5) days immediately after the end of the school year with the balance of their 213 work days scheduled by mutual agreement with their supervisor. Exceptions to this work year may be made upon request of a Coordinator with the agreement of his/her supervisor.

Coordinator of Science/Social Studies PreK-12

Coordinator of Mathematics

Coordinator of English Language Arts

Coordinator of Educational Television

Coordinator of Research, Testing and Assessment (District-wide)

Coordinator of Research, Testing and Assessment (LHS)

Coordinator of Services for English Language Learners

13-03. All Administrators shall be required to work on one (1) Orientation Day prior to commencing their regular work schedules. All Administrators whose contractual work year is 196 days or less have had one (1) day's per diem salary added to their annual salaries on the Administrative Salary Schedules in Appendix A in order to compensate them for the Orientation Day. All other Administrators whose contractual work year is more than 196 days shall have the Orientation Day counted as one of the work days in their contractual work year.

13-04. All Association members shall have the following salary payment options:

- a. To be paid in fifty-two (52) equal weekly installments

throughout the course of the year, beginning with the week they first report to work for the school year.

- b. To be paid in fifty-two (52) equal weekly installments throughout the course of the year as per the preceding section, but with the option of receiving the balance of their salary due as of June 30 on the nearest payroll date to July 1 of any given year, provided that a written request for such payment is submitted to the Payroll Department in the Superintendent's Office prior to April 30 of any such year.

13-05. In addition, Association members who work 181 days shall have the further option of being paid in forty-two (42) equal weekly installments beginning with the week they first report to work for the school year.

13-06. When a member of the Association leaves the Lowell School System under any circumstance, he or she or the Administrator of his or her estate will be paid that proportion of the member of the Association's salary as the total number of actual days of such member of the Association's service bears to the total number of actual days in such member's school year.

13-07. Assistant Principals, House Deans and the Director of the McDonough Freshman Academy shall report to work for ten (10) working days prior to Orientation Day of the pending school year and shall be under the direction of the Superintendent during this period.

13-08. Personnel represented by the Association who are required to work beyond their regularly scheduled work year shall be paid on a per diem basis, with the prior written consent and approval of the Superintendent.

13-09. Twelve-month Administrators shall have thirteen (13) paid holidays per year consisting of the eleven (11) legal holidays, Good Friday and the day after Thanksgiving.

13-10. The workday on the day before Thanksgiving for all Central Office and other non-school based Administrators shall end by no later than 12:00 noon.

13-11. All school-based members of the administrative bargaining unit are expected to attend nine (9) school or department faculty meetings and one (1)

Superintendent faculty meeting per year for a total of ten (10) such meetings per year.

13-12. All Administrators will attend one (1) additional parent meeting. This additional meeting will be scheduled for a duration of one (1) hour and will be scheduled within fifteen (15) minutes of the usual work day as determined by each Administrator's Principal or Supervisor.

ARTICLE XIV OTHER LEAVES OF ABSENCE

14-01. Members of the bargaining unit shall also be granted an unpaid leave of absence for up to a maximum of three (3) years for such purposes as service in the Military, Peace Corps, Job Corps or Vista or for any other purpose that may be approved by the School Committee.

14-02. Notwithstanding the foregoing, any Administrator who is a member of the Armed Forces Reserves or National Guard shall be granted up to seventeen (17) days paid leave of absence each year while on training or when called to active duty for emergency service with his/her Reserve or National Guard unit.

14-03. Upon his/her reasonable return from any such leave of absence, an Administrator shall either be offered the same position that he/she occupied when the leave began if it is available or, if it is not, he/she shall be offered a position that is as reasonably comparable to the one occupied when the leave began as is available. Any more beneficial applicable federal law shall supersede this section.

ARTICLE XV PROTECTION AND INDEMNIFICATION

15-01. Members of the Association will immediately report in writing to the Superintendent of Schools all cases of abusive conduct and torts suffered by them in connection with their employment and the Committee shall provide indemnification whenever any member of the Association shall become eligible therefor under the provisions of Chapter 258 of the General Laws of the Commonwealth as most recently amended.

ARTICLE XVI USE OF SCHOOL FACILITIES

16-01. Subject to the rules established by the Committee for Use of School Facilities, members of the Association will have the same right as other organizational groups of not being subject to charges for use of school facilities.

16-02. Members of the Association shall be allowed the use of school facilities without a waiting period when their requests for such use are approved by the Superintendent.

ARTICLE XVII PROFESSIONAL EXPENSES AND STIPENDS

17-01. The Committee agrees to continue its present policy of reimbursing reasonable expenses (including meals, lodgings, and/or transportation and fees) incurred by members of the Association who, by vote of the Committee, attend workshops, seminars, conferences or other professional improvement sessions. A Joint Labor Management Committee has been created to ensure quality Professional Development offerings by the District and consistency for application of the current language of Section 17-01 of the Contract.

17-02. Tuition reimbursement of up to \$1,000.00 will be paid to Administrators taking in-service training courses as identified within their approved Educator Plan in a related field at an accredited college or university (of their choice) approved in advance by the Superintendent. This up to \$1,000.00 tuition reimbursement will be paid for courses taken in the fiscal year in which applicable credit is earned, and payment shall be limited to four courses per fiscal year upon submission of proof of successful completion of such courses. Administrators will have the choice of in-service course(s) and/or course(s) at an accredited institution(s).

ARTICLE XVIII ASSOCIATION SECURITY - DUES/AGENCY FEE CHECKOFF

18-01. The Association shall have the exclusive right to the checkoff and transmittal of Association dues on behalf of each employee.

18-02. An employee may consent in writing to the authorization of the deduction of Association dues from his/her wages and to the designation of the

Association as the recipient thereof. Such consent shall be in a form acceptable to the Committee, and shall bear the signature of the employee. An employee may withdraw his/her Association dues check-off authorization by giving at least sixty days notice in writing to the Committee.

18-03. An employee may consent in writing to the authorization of the deduction of an agency fee from his/her wages and to the designation of the Association as the recipient thereof.

18-04. The Committee shall deduct dues or an agency fee from the pay of employees who request such deduction in accordance with this Article and shall transmit such funds to the Treasurer of the Association together with a list of employees whose dues or agency fees are transmitted.

18-05. Each employee who elects not to join or maintain membership in the Association shall be required to pay as a condition of employment, beginning thirty days following the commencement of his/her employment or the effective day of this Agreement, whichever is later, a service fee to the Association, in any amount that is equal to the amount required to become and remain in good standing of the Association, all as provided in General Laws c. 150, s.12.

18-06. The Association shall reimburse the Committee for any expenses, including but not limited to wages, cost of litigation and legal fees incurred as a result of being ordered to reinstate an employee terminated at the request of the Association for not paying the agency fee. The Association will intervene in and defend any administrative or court litigation concerning the propriety of such termination for failure to pay the agency fee. In such litigation the Committee shall have no obligation to defend the termination.

18-07. Disputes between the parties concerning this Article shall be resolved in accordance with the grievance procedure contained in this Agreement. In the event such a dispute is submitted to arbitration, the arbitrator shall have no power or authority to order the Committee to pay such service fee on behalf of any employee. If the arbitrator decides that an employee has failed to pay or authorize the payment of the service fee in accordance with this Article, the only remedy shall be the termination of employment of such employee if the employee continues to refuse to pay or authorize payment of the required service fee after having sufficient time to do so.

18-08. The Committee agrees to withhold from Association members'

salaries deductions for a credit union approved by the Association as said members of the Association in writing individually and voluntarily authorize the Committee to deduct.

ARTICLE XIX PRINTING AGREEMENT

19-01. The Committee and the Association will share equally the cost of printing copies of this Agreement, a copy of which shall be given to each member of the Association by the President of the Association and not less than one hundred (100) copies shall be given to the Central Administration.

ARTICLE XX REDUCTION IN FORCE

20-01. In the event that the School Committee contemplates reducing the number of Administrators because of financial limitations, a decline in pupil enrollment or any other reason, it shall provide the Association with written notice of that fact before April 20th of the school year prior to the contemplated reduction or, in the case of an emergency situation, as soon thereafter as possible. Thereafter, if requested to do so by the Association, the School Committee will engage in discussions with it with respect to any such proposed reduction.

20-02. If, following such discussions, it is determined that some reduction is still necessary, every effort will be made to accomplish any such reduction by normal attrition.

20-03. If any such required reduction cannot be accomplished by normal attrition, the following procedures shall govern:

1. For the purposes of this Article, the following are the classifications in the administrative bargaining unit in the Lowell School Department:

High School House Dean

Middle School Assistant Principal

Elementary School Assistant Principal

Guidance Counselor

Social Worker

Psychologist

Evaluation Team Chairperson

Department Chair

Librarian/Media Specialist

Behavior Modification Monitor

Attendance Officer

District Support Specialist (Early Childhood)

District Support Specialist (English Language Learner Services)

District Support Specialist (Student Services)

District Support Specialist (Student Support Services)

Instructional Specialist

Literacy Specialist

Reading Specialist

Any other Multiple Position Classification

All other positions in the bargaining unit shall constitute a separate classification since there is only a single position within each such classification.

2. For the purpose of this Article, seniority is defined as the length of continuous service within the Lowell School Department, whether as a member of Unit A or Unit B. An Administrator's seniority shall include all time from the date of his/her first employment in a

teaching or administrative position in the Lowell School Department, including any time spent on a paid leave of absence. Time spent on an unpaid leave of absence shall not be included in the computation of seniority, but such unpaid leave of absence shall not result in a break in seniority. In the event of regulatory or statutory changes regarding the use of seniority in the reduction of teaching and/or administrative staff, the number of satisfactory/proficient Lowell Public Schools evaluation cycles will be the determining factor in the retention of Administrators and Teachers in the event that a reduction in force be necessary. (An evaluation cycle is two years prior to 2012 and one year beginning in the 2012-13 school year.) In the event that an Administrator has not been evaluated during an evaluation cycle while employed in the Lowell Public Schools (as either a Teacher or Administrator), for the purposes of this provision the Administrator will be considered to have received a satisfactory/proficient evaluation. In the case that an Administrator satisfactorily completes an improvement plan, the evaluation for that cycle will be considered a satisfactory evaluation for purposes of this provision.

3. No Administrator with professional status in a given administrative classification shall be reduced from that classification if there is someone who does not have professional status employed in that classification.
4. If all Administrators within a given classification have professional status in that classification, the reduction will take place on the basis of seniority with the Administrator in that classification with the least seniority being the one who is reduced from it. If two or more Administrators in a given classification have the same seniority date, then the Administrator who has served in that particular classification for the longest period of time shall be deemed to have the greatest seniority.
5. Any Administrator who is reduced from his/her classification shall be given written notification of his/her reduction and of the classification to which he/she will be reassigned by June 15th of that school year.
6. Except in the case of a financial emergency resulting from the City's

reduction of previously appropriated funds from the School Department's budget during the course of a school year, any such reduction shall take effect as of the last day of the school year and the affected Administrator shall be paid his/her full salary for that year by June 30th.

7. Any Administrator who is reduced from his/her classification who has previously served for at least three (3) complete years (measured from the date of appointment) in another classification in the bargaining unit which is equal to or lower in salary than the classification from which he/she has been reduced may return to that previously held classification provided that there is an incumbent in that previously held classification who has less seniority than the reduced Administrator. The displaced Administrator shall then have the same right to return to any equal or lower rated administrative classification in the bargaining unit in which he/she has previously served for at least three (3) such complete years provided that there is an incumbent with less seniority in that previously held classification. The second and any subsequently displaced Administrator shall also have the same right to return to a previously held classification.
8. Any Administrator who is either reduced or displaced from the administrative bargaining unit pursuant to either of the two preceding paragraphs shall have fall-back rights to any Unit A position for which he/she is certified and otherwise qualified to fill based upon his/her Unit A seniority only. If any such Administrator does not have Unit A seniority to fall-back to or to be recalled to a Unit A position, then he/she shall, throughout the length of his/her recall period, be included among the three referrals that are made by the Deputy Superintendent for Personnel to the Principal of any school in which an opening develops in a teaching position to which no laid off member of Unit A has recall rights provided that he/she is certified and otherwise qualified to fill that position. Included among the requirements to be included among the three such referrals is the Administrators' inclusion on the Teachers Eligibility List of the Lowell Public Schools for that particular position. Any reduced Administrator who is appointed to any such open or vacant position pursuant to this section shall, if he/she has nine (9) or fewer years of service in the Lowell Public

Schools, be placed on the maximum step of the Teachers Salary Schedule for his/her appropriate educational lane, provided that the maximum salary is less than the salary of his/her last held administrative classification; however, if the maximum Teacher's Salary for his/her appropriate educational lane is greater than the salary of his/her last held administrative classification, then he/she shall be placed on that step of the Teachers Salary Schedule for his/her educational lane that is either equal to or immediately above the salary of his/her last held administrative classification. If such reduced Administrator has ten (10) or more years of service in the Lowell Public Schools, then he/she shall be eligible for the salary maintenance ("red line") provision that is set forth in Section 20-04 below if it would be to his/her advantage.

20-04. Any Administrator who is reassigned to a lesser paid administrative classification or to a teaching position shall continue to be compensated at his/her prior administrative salary level until such time as the salary of the classification to which he/she has been reassigned equals or exceeds his/her prior administrative salary level.

20-05. Any Administrator who is laid off from employment in the Lowell School Department as a result of a reduction in force shall have the right to maintain the group health and life insurance coverage that is provided for in this Agreement at his/her own expense for a period of eighteen (18) months following his/her layoff or for whatever other period is provided under state or federal law.

20-06. Administrators who are reduced from their administrative classification pursuant to this Article shall have the right to be recalled to the same administrative classification from which they were reduced in the reverse order of their reduction from that classification. This right of recall shall remain in effect for a period of four (4) years from the date of the Association member's reassignment or layoff.

20-07. Administrators with recall rights will be notified of their option to exercise such recall rights by certified mail, return receipt requested, sent to their last address on file with the Lowell School Department. There shall be no limit on the number of recall notices that can be sent to an Administrator during his/her four (4) year recall period.

20-08. No new personnel shall be appointed to any administrative classification to which a reduced Administrator has recall rights as set forth above.

ARTICLE XXI TRANSFERS

21-01. Involuntary Transfers: The Superintendent of Schools may transfer an Administrator to an open position in the classification in which he/she is employed. Reasons for this transfer will be specified to the Administrator in writing before the transfer occurs. Opportunity will be provided for the Administrator and his or her representative to meet with the Superintendent prior to the time for this transfer to take effect.

21-02. Voluntary Transfers: Any Administrator requesting a transfer to an open position in the classification in which the member is now employed shall make such request in writing to the Superintendent of Schools. To effectuate a voluntary transfer, this request must receive the recommendation of the Building Principal, and the transfer request must then be approved by the Superintendent of Schools. For any given position, voluntary transfer requests will be acted upon first.

ARTICLE XXII AVAILABILITY

22-01. Due to the necessary interaction with Administrators by all personnel of the School Department and by parents, students, and the public, Administrators shall be available, at mutually agreeable times and on a reasonable basis after the conventional school day for such dialogue, at the request of the Superintendent of Schools.

22-02. Administrators recognize that their responsibilities and conduct are not determined by prescribed hours and conditions. As professionals, their effectiveness and productivity are not correlated to time. They have an obligation to perform the directed and implied duties of their positions and each of them will expend the time and effort necessary to effectually achieve the goals and purposes of the Lowell School Department.

ARTICLE XXIII WORKERS COMPENSATION

23-01. Administrators shall be covered by provisions of the Worker's Compensation Act and shall be eligible for all benefits contained therein.

23-02. An Administrator who is out of work due to a compensable injury or illness shall have the option of applying that portion of his/her accumulated sick leave that, when added to his/her Worker's Compensation benefits, will equal his/her regular salary.

ARTICLE XXIV EVALUATION

24-01. The LSAA and the School Committee have negotiated an Evaluation Procedure in accordance with M.G.L. Chapter 71, Section 38 and the DESE's Educator Evaluation Regulations, 603 CMR 35.00. The Evaluation Procedure is contained in the Administrators Evaluation Handbook and is incorporated into this Contract by reference.

24-02. In the spring of 2022, unit members will assist in preparing subordinates for receiving evaluations in the 22/23 school year and will also evaluate employees beginning in SY22 as determined by their building leaders. The parties agree to continue discussions about how LSAA members will participate in new evaluations which begin on July 1, 2022 for building services, cafeteria employees, administrative assistants, and unaffiliated personnel.

ARTICLE XXV DISCIPLINE

25-01. No member of the bargaining unit will be disciplined without just cause.

ARTICLE XXVI PERSONNEL FILES

26-01. An Administrator shall have the right, upon written request, to review the contents of his/her own personnel file within 24 hours of the receipt of a request. Such review shall be performed in the presence of the Superintendent or his designee. The Administrator shall have the right to copy the contents of

his/her file at his/her expense.

ARTICLE XXVII WORKDAY

27-01. The length of the work day for all administrative classifications is set forth in the work day and work year chart which is incorporated in Section 13-02.

27-02. Where an administrative classification is listed on the chart in Section 13-02 as being "27-02," it means that the Administrators in that classification will be expected to adjust their workday as necessary in order to get the job done.

27-03. All Administrators shall be entitled to a duty free lunch period of at least twenty-five (25) minutes each day which shall be daily assigned at the discretion of Principal/Supervisor pursuant to school schedule/needs.

ARTICLE XXVIII TITLE I ADMINISTRATORS

28-01. Effective as of July 1, 2004, the three Title I Facilitators were reclassified as District Support Specialists and they began working a 195 day work year at the adjusted salary level for the District Support Specialists that is provided for in this Agreement. Their seniority, professional status and all other statutory and/or contractual rights and benefits as Title I Facilitators were carried over intact into their new classification as District Support Specialists. Effective July 1, 2018, the 195 day work year has been increased to 196 days.

28-02. The professional roles and responsibilities of the Title I Director and the one Facilitator who is still assigned to the Title I Program shall continue to be discussed with the Deputy Superintendent as they evolve to meet the changing needs of the School Department.

ARTICLE XXIX PROFESSIONAL DEVELOPMENT

29-01. Upon at least three (3) months' notice, an Administrator's Principal or other immediate supervisor may require the Administrator's attendance at up to twenty (20) hours of professional development per year. In those cases in

which an Administrator has more than one (1) immediate supervisor, the Superintendent will designate one of the Administrator's supervisors as the only supervisor who can require his/her attendance at professional development sessions pursuant to this Article.

29-02. Participation in such professional development sessions can only be required at the following times:

- (a) For up to two (2) hours after school on a regular school day; such sessions will begin reasonably contiguous to the end of the school day, generally within one-half (1/2) hour thereof.
- (b) For those Administrators whose regular work year is 181 days, for up to four (4) hours a day either during the five (5) week days (exclusive of legal holidays) immediately after the end of the school year or during the five (5) week days (exclusive of legal holidays) immediately prior to the start of the school year.
- (c) For all other Administrators, for up to four (4) hours a day during the five (5) week days (exclusive of legal holidays) immediately prior to the start of the school year.

29-03. In any instance in which an Administrator cannot participate in a professional development session of any kind due to an essential prior commitment and he/she is unable to arrange a reasonable accommodation with his/her Principal or immediate supervisor, the Administrator may appeal directly to the Superintendent or his/her designee.

29-04. Attendance at all professional development sessions of any kind shall be compensated at the hourly rate for In-Service Training that is set forth in Section 5-10 of Article V.

ARTICLE XXX

SUPERINTENDENT/EXECUTIVE BOARD MEETINGS

30-01. Regular monthly meetings of the Superintendent and the Association's Executive Board shall be held to discuss matters of mutual concern regarding educational, professional, contractual and other employment issues.

30-02. In order to help alleviate the working conditions of the Guidance Counselors in the Middle Schools, the Superintendent, as part of this Agreement, will request that the School Committee appropriate the funds necessary to employ clerical workers to assist the Guidance Counselors at the seven largest Middle Schools. If the School Committee fails to appropriate the funds necessary for this purpose, ways and means of reducing or evening out the workload of the Guidance Counselors shall be discussed during the monthly meetings of the Superintendent and the Executive Board that are provided for in the preceding section.

ARTICLE XXXI JOINT STUDY COMMITTEES

31-01. The parties agree to establish separate Joint Study Committees for the following issues or purposes:

- (1) To examine replacing all or a portion of the sick leave buyback program that is set forth in Section 5-04 with a long-term disability program and/or to examine other options or alternatives.
- (2) To develop a model for an extended day program with the goal of ratification and implementation of a model at (a) selected school(s) before the expiration of this Agreement.
- (3) A Joint Study Committee consisting of two (2) Representatives of the LSAA, the Superintendent and the Deputy Superintendent of Finance and Operations shall be formed upon ratification of this Agreement and shall meet at least monthly in order to review the LSAA's Salary Schedule for any existing inequities in the work years and salaries of the job classifications. Any agreements that may be reached during the Joint Study Committee process shall be subject to ratification by the LSAA and the School Committee.

31-02. The Superintendent shall keep the Administrators Association informed about discussions that take place during the term of this Agreement in Joint Study Committees convened with other bargaining units that may be dealing with the issues that have either a direct or an indirect or a mixed direct and indirect impact upon either the working conditions and/or the manner of the

exercise of professional duties and responsibilities of the members of the administrative bargaining unit. Whenever the Superintendent and/or the Administrators Association is of the good faith belief that the discussions in any such Joint Study Committee have reached the point at which it would be appropriate and feasible to have a representative of the Administrators Association at such discussions, the Superintendent shall make arrangements for such representation subject to the agreement of the bargaining unit that is involved in that particular Joint Study Committee.

ARTICLE XXXII MISCELLANEOUS

32-01. Dress shall be professional and appropriate for an employee's job.

32-02. There shall be no retaliation for Union Activity.

32-03. Lowell Public Schools shall send bi-weekly updates to the LSAA of changes in the LSAA, including, but not limited to, resignations, retirements, terminations, workers compensation, paid/unpaid leaves of absence and other significant events which is already computed.

32-04. Assignment shall be made without regard to the sex, sexual orientation, age, marital status, nationality, race, color, creed or disability of the employee.

32-05. Effective July 1, 2018, remove Director of Special Education from LSAA as long as a contract of employment is executed between the Director of Special Education and the Employer by June 30, 2018.

32-06. Emergency Staffing and Supervision of Students. This temporary provision - sunsets at the end of contract-administration has the option to extend it an additional year, or while a successor agreement is being negotiated, whichever is longer – shall be added as a new Section 32-06:

During shortages or times when there is a lack of coverage, LSAA members may be assigned to substitute teach, cover classrooms, or perform other duties if determined by the Superintendent or Building Principal to be the best use of resources given the needs of the district or school. In the event that the Superintendent or Building Principal determines that classes or duties need to be covered by LSAA Members to ensure continuity of services for all students,

coverage shall be solicited first on a voluntary basis. In the event that all LSAA Members have been asked to cover classes or duties and additional coverage is still necessary, LSAA Members may be assigned to cover classes or duties.

1. In the event that the Superintendent determines that classes or duties need to be covered by LSAA Members to ensure continuity of services for all students through this period of COID-related staffing shortages, LSAA Members may be requested to cover such classes or duties. Coverage shall be solicited first on a voluntary basis. In the event that all LSAA Members have been asked to cover classes or duties and additional coverage is still necessary, LSAA Members may be assigned to cover classes or duties.
2. Bargaining unit members whose standard job description primarily and directly provides services and/or supports for students' social and emotional needs (such as guidance counselors, social workers) and members whose standard job description requires that the member serve in a districtwide/multi-school support role (such as ETCs and positions stationed at Central Office), will be provided with additional compensation to account for the extended evening hours that may be required for the member to meet their standard duties while also providing classroom coverage during the contractual work day. Additional compensation for the above defined positions will be calculated in the following ways:
 - A. If an eligible member is required to provide coverage for more than half of the regularly scheduled school day, she/he will be provided with a \$125 stipend for the day to account for any additional work required beyond the contractual day.
 - B. If an eligible member is required to provide coverage for less than half of the regularly scheduled school day, she/he will be compensated at \$32.50 for each assigned class coverage for substitute teaching to account for any additional work required beyond the contractual day.

ARTICLE XXXIII

EFFECT OF AGREEMENT

33-01. The Committee and the Association mutually agree that the terms

and conditions set forth in this Agreement constitute the entire Agreement between the parties hereto and that full opportunity was afforded each party for a full discussion of all matters coming within the purview of Section 6 of Chapter 150E of the General Laws of the Commonwealth, and that this Agreement may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties by an amendment hereto.

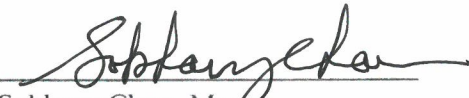
33-02. Should any Article, Section or Clause of this Agreement be declared illegal by a Court of competent jurisdiction, said Article, Section or Clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining Articles, Sections, and Clauses shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted Articles, Sections, or Clauses.

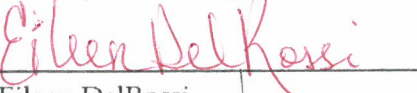
for each assigned class coverage for substitute teaching to account for any additional work required beyond the contractual day.


6. Prohibited Practice Charge. The LSAA agrees to withdraw Prohibited Practice Charge (DLR Case Number MUP-21-8973) from further proceedings before the Department of Labor Relations. The withdrawal of Counts Two, Three and Four are without prejudice to the LSAA's stated legal position as set forth in the Summary of Charge. Notwithstanding the LSAA's stated legal position, the LSAA recognizes the creation of one unaffiliated Associate Head of School position at Lowell High School and that the LSAA shall not contest same.
7. This Memorandum of Agreement is subject to ratification by the School Committee and the LSAA's Membership.

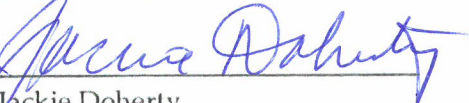
Signed in the City of Lowell on this 2nd day of March, 2022.

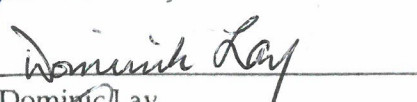
LOWELL SCHOOL COMMITTEE

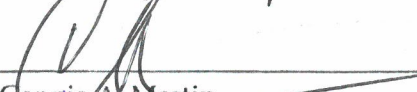

Sokhary Chau, Mayor


Eileen DelRossi


Andre P. Descoteaux

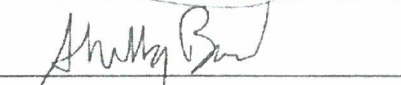

Jackie Doherty



Dominic Lay


Connie A. Martin



Stacey Thompson


LOWELL SCHOOL
ADMINISTRATORS ASSOCIATION

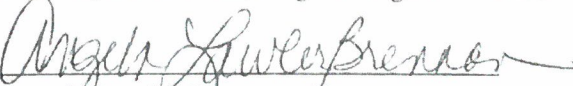

Shelby Boisvert, President


Patricia Clark-Nowoswiat, Vice President


Rose Mendonca, Treasurer


Arthur Santos, Secretary


Sandra Jacob O'Brien, Negotiating Committee


Angela Lawler-Brennan, Negotiating Committee

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2020 (2%)

Salary Classification	Degree Level	July 1, 2020	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
High School Dean	Bachelor's	\$ 127,265	\$ 129,761	\$ 131,265	\$ 132,769	\$ 134,269	\$ 135,769	\$ 137,547
	Master's	\$ 131,952	\$ 134,447	\$ 135,951	\$ 137,456	\$ 138,956	\$ 140,456	\$ 142,233
Director of Special Education	Master's + 15	\$ 132,762	\$ 135,258	\$ 136,762	\$ 138,266	\$ 139,766	\$ 141,266	\$ 143,044
	Master's + 30	\$ 135,525	\$ 138,020	\$ 139,525	\$ 141,029	\$ 142,529	\$ 144,029	\$ 145,806
	Master's + 60/CAGS	\$ 138,774	\$ 141,269	\$ 142,774	\$ 144,278	\$ 145,778	\$ 147,278	\$ 149,055
	Doctorate	\$ 142,026	\$ 144,521	\$ 146,026	\$ 147,530	\$ 149,030	\$ 150,530	\$ 152,307
High School Director of Curriculum, Instruction & Assessment	Bachelor's	\$ 114,492	\$ 116,988	\$ 118,492	\$ 119,996	\$ 121,496	\$ 122,996	\$ 124,774
	Master's	\$ 119,401	\$ 121,896	\$ 123,400	\$ 124,904	\$ 126,404	\$ 127,904	\$ 129,682
	Master's + 15	\$ 120,278	\$ 122,773	\$ 124,278	\$ 125,782	\$ 127,282	\$ 128,782	\$ 130,559
High School Coordinator of Student Support Services	Master's + 30	\$ 123,259	\$ 125,754	\$ 127,258	\$ 128,763	\$ 130,263	\$ 131,763	\$ 133,540
	Master's + 60/CAGS	\$ 126,763	\$ 129,258	\$ 130,763	\$ 132,267	\$ 133,767	\$ 135,267	\$ 137,044
	Doctorate	\$ 130,268	\$ 132,764	\$ 134,268	\$ 135,772	\$ 137,272	\$ 138,772	\$ 140,550
Director of Athletics and Physical Education	Bachelor's	\$ 111,013	\$ 113,508	\$ 115,012	\$ 116,517	\$ 118,017	\$ 119,516	\$ 121,294
Director of Educational Technologies and Media	Master's	\$ 115,562	\$ 118,057	\$ 119,561	\$ 121,066	\$ 122,566	\$ 124,066	\$ 125,843
Director of New Teacher Academy	Master's + 15	\$ 116,375	\$ 118,871	\$ 120,375	\$ 121,879	\$ 123,379	\$ 124,879	\$ 126,656
	Master's + 30	\$ 119,138	\$ 121,633	\$ 123,137	\$ 124,642	\$ 126,142	\$ 127,641	\$ 129,419
Coordinator of Extended Time Programs	Master's + 60/CAGS	\$ 122,387	\$ 124,882	\$ 126,387	\$ 127,891	\$ 129,391	\$ 130,891	\$ 132,668
Coordinator of Early Childhood	Doctorate	\$ 125,636	\$ 128,131	\$ 129,636	\$ 131,140	\$ 132,640	\$ 134,140	\$ 135,917
Title I Director	Bachelor's	\$ 110,339	\$ 112,835	\$ 114,339	\$ 115,843	\$ 117,343	\$ 118,843	\$ 120,621
	Master's	\$ 114,888	\$ 117,384	\$ 118,888	\$ 120,392	\$ 121,892	\$ 123,392	\$ 125,170
Director of Adult Education (215)	Master's + 15	\$ 115,700	\$ 118,196	\$ 119,700	\$ 121,204	\$ 122,704	\$ 124,204	\$ 125,982
	Master's + 30	\$ 118,463	\$ 120,958	\$ 122,463	\$ 123,967	\$ 125,467	\$ 126,967	\$ 128,744
Director of Alternative Education (215)	Master's + 60/CAGS	\$ 121,712	\$ 124,208	\$ 125,712	\$ 127,216	\$ 128,716	\$ 130,216	\$ 131,993
	Doctorate	\$ 124,961	\$ 127,457	\$ 128,961	\$ 130,465	\$ 131,965	\$ 133,465	\$ 135,243
Middle School Assistant Principal	Bachelor's	\$ 109,497	\$ 111,992	\$ 113,497	\$ 115,001	\$ 116,501	\$ 118,001	\$ 119,778
	Master's	\$ 114,190	\$ 116,685	\$ 118,189	\$ 119,694	\$ 121,193	\$ 122,693	\$ 124,471
High School House Dean	Master's + 15	\$ 115,029	\$ 117,524	\$ 119,028	\$ 120,533	\$ 122,032	\$ 123,532	\$ 125,310
	Master's + 30	\$ 117,878	\$ 120,374	\$ 121,878	\$ 123,382	\$ 124,882	\$ 126,382	\$ 128,160
Director of McDonough Freshman Academy	Master's + 60/CAGS	\$ 121,229	\$ 123,724	\$ 125,228	\$ 126,733	\$ 128,233	\$ 129,732	\$ 131,510
	Doctorate	\$ 124,580	\$ 127,076	\$ 128,580	\$ 130,084	\$ 131,584	\$ 133,084	\$ 134,862

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2020 (2%)

Salary Classification	Degree Level	July 1, 2020	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Department Chair (195)	Bachelor's	\$ 106,722	\$ 109,217	\$ 110,721	\$ 112,226	\$ 113,725	\$ 115,225	\$ 117,003
	Master's	\$ 111,295	\$ 113,790	\$ 115,294	\$ 116,799	\$ 118,299	\$ 119,798	\$ 121,576
	Master's + 15	\$ 112,112	\$ 114,608	\$ 116,112	\$ 117,616	\$ 119,116	\$ 120,616	\$ 122,394
	Master's + 30	\$ 114,889	\$ 117,385	\$ 118,889	\$ 120,393	\$ 121,893	\$ 123,393	\$ 125,171
	Master's + 60/CAGS	\$ 118,154	\$ 120,650	\$ 122,154	\$ 123,658	\$ 125,158	\$ 126,658	\$ 128,435
	Doctorate	\$ 121,420	\$ 123,916	\$ 125,420	\$ 126,924	\$ 128,424	\$ 129,924	\$ 131,702
Assistant Administrator of Special Education	Bachelor's	\$ 106,445	\$ 108,941	\$ 110,445	\$ 111,949	\$ 113,449	\$ 114,949	\$ 116,727
	Master's	\$ 110,994	\$ 113,490	\$ 114,994	\$ 116,498	\$ 117,998	\$ 119,498	\$ 121,276
	Master's + 15	\$ 111,806	\$ 114,302	\$ 115,806	\$ 117,310	\$ 118,810	\$ 120,310	\$ 122,088
	Master's + 30	\$ 114,569	\$ 117,064	\$ 118,568	\$ 120,073	\$ 121,573	\$ 123,073	\$ 124,850
	Master's + 60/CAGS	\$ 117,818	\$ 120,313	\$ 121,818	\$ 123,322	\$ 124,822	\$ 126,322	\$ 128,099
	Doctorate	\$ 121,068	\$ 123,564	\$ 125,068	\$ 126,572	\$ 128,072	\$ 129,572	\$ 131,350
Elementary School Assistant Principal	Bachelor's	\$ 105,929	\$ 108,425	\$ 109,929	\$ 111,433	\$ 112,933	\$ 114,433	\$ 116,210
	Master's	\$ 110,623	\$ 113,119	\$ 114,623	\$ 116,127	\$ 117,627	\$ 119,127	\$ 120,905
	Master's + 15	\$ 111,461	\$ 113,956	\$ 115,461	\$ 116,965	\$ 118,465	\$ 119,965	\$ 121,742
	Master's + 30	\$ 114,309	\$ 116,805	\$ 118,309	\$ 119,813	\$ 121,313	\$ 122,813	\$ 124,591
	Master's + 60/CAGS	\$ 117,662	\$ 120,158	\$ 121,662	\$ 123,166	\$ 124,666	\$ 126,166	\$ 127,944
	Doctorate	\$ 121,016	\$ 123,511	\$ 125,015	\$ 126,520	\$ 128,020	\$ 129,519	\$ 131,297
Coordinator of: Educational Television Programs Guidance Mathematics (K-12) Reading & Language Arts (K-12) Research, Testing & Assessment Parent Information Center Professional Development School Improvement & Accountability Services for English Language Learners Induction Programs Special Programs	Bachelor's	\$ 105,278	\$ 107,774	\$ 109,278	\$ 110,782	\$ 112,282	\$ 113,782	\$ 115,560
	Master's	\$ 109,826	\$ 112,321	\$ 113,826	\$ 115,330	\$ 116,830	\$ 118,330	\$ 120,107
	Master's + 15	\$ 110,641	\$ 113,136	\$ 114,640	\$ 116,145	\$ 117,645	\$ 119,144	\$ 120,922
	Master's + 30	\$ 113,402	\$ 115,897	\$ 117,401	\$ 118,906	\$ 120,406	\$ 121,906	\$ 123,683
	Master's + 60/CAGS	\$ 116,651	\$ 119,146	\$ 120,651	\$ 122,155	\$ 123,655	\$ 125,155	\$ 126,932
	Doctorate	\$ 119,899	\$ 122,394	\$ 123,898	\$ 125,403	\$ 126,903	\$ 128,402	\$ 130,180
School Safety								
Family Resource Center								
Mathematics (Pre-K - 4)								
English Language Arts & Literacy (Pre-K - 4)								
Mathematics (5 - 12)								
English Language Arts & Literacy (5 - 12)								
Science/Social Studies (Pre-K - 12)								
English Language Learner Programs								

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2020 (2%)

Salary Classification	Degree Level	July 1, 2020	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Director of Adult Education (200 Days)	Bachelor's	\$ 116,830	\$ 119,559	\$ 121,180	\$ 122,802	\$ 124,419	\$ 126,036	\$ 127,813
	Master's	\$ 121,914	\$ 124,643	\$ 126,265	\$ 127,886	\$ 129,503	\$ 131,120	\$ 132,897
	Master's + 15	\$ 122,822	\$ 125,552	\$ 127,173	\$ 128,795	\$ 130,412	\$ 132,029	\$ 133,806
	Master's + 30	\$ 125,909	\$ 128,638	\$ 130,260	\$ 131,882	\$ 133,498	\$ 135,115	\$ 136,893
	Master's + 60/CAGS	\$ 129,538	\$ 132,267	\$ 133,889	\$ 135,510	\$ 137,127	\$ 138,744	\$ 140,521
	Doctorate	\$ 133,168	\$ 135,897	\$ 137,519	\$ 139,140	\$ 140,757	\$ 142,374	\$ 144,152
Alternative School Coordinator (190 / 195) Coordinator of Social and Emotional Learning	Bachelor's	\$ 103,225	\$ 105,720	\$ 107,225	\$ 108,729	\$ 110,229	\$ 111,729	\$ 113,506
	Master's	\$ 107,799	\$ 110,295	\$ 111,799	\$ 113,303	\$ 114,803	\$ 116,303	\$ 118,081
	Master's + 15	\$ 108,616	\$ 111,111	\$ 112,615	\$ 114,120	\$ 115,620	\$ 117,119	\$ 118,897
	Master's + 30	\$ 111,393	\$ 113,888	\$ 115,392	\$ 116,897	\$ 118,397	\$ 119,897	\$ 121,674
	Master's + 60/CAGS	\$ 114,659	\$ 117,154	\$ 118,659	\$ 120,163	\$ 121,663	\$ 123,163	\$ 124,940
	Doctorate	\$ 117,924	\$ 120,419	\$ 121,924	\$ 123,428	\$ 124,928	\$ 126,428	\$ 128,205
Specialist for: ELL Research & Testing Community Outreach & Support of ELL Lowell High School Testing and Assessment Coordinator	Bachelor's	\$ 95,858	\$ 98,353	\$ 99,857	\$ 101,362	\$ 102,861	\$ 104,361	\$ 106,139
	Master's	\$ 100,408	\$ 102,903	\$ 104,408	\$ 105,912	\$ 107,412	\$ 108,912	\$ 110,689
	Master's + 15	\$ 101,220	\$ 103,715	\$ 105,220	\$ 106,724	\$ 108,224	\$ 109,724	\$ 111,501
	Master's + 30	\$ 103,981	\$ 106,477	\$ 107,981	\$ 109,485	\$ 110,985	\$ 112,485	\$ 114,262
	Master's + 60/CAGS	\$ 107,233	\$ 109,729	\$ 111,233	\$ 112,737	\$ 114,237	\$ 115,737	\$ 117,514
	Doctorate	\$ 110,482	\$ 112,978	\$ 114,482	\$ 115,986	\$ 117,486	\$ 118,986	\$ 120,764
Crisis Intervention Specialist Board-Certified Behavior Specialist	Bachelor's	\$ 92,083	\$ 94,578	\$ 96,082	\$ 97,586	\$ 99,086	\$ 100,586	\$ 102,364
	Master's	\$ 96,911	\$ 99,407	\$ 100,911	\$ 102,415	\$ 103,915	\$ 105,415	\$ 107,193
	Master's + 15	\$ 97,773	\$ 100,269	\$ 101,773	\$ 103,277	\$ 104,777	\$ 106,277	\$ 108,055
	Master's + 30	\$ 100,702	\$ 103,198	\$ 104,702	\$ 106,206	\$ 107,706	\$ 109,206	\$ 110,984
	Master's + 60/CAGS	\$ 104,152	\$ 106,648	\$ 108,152	\$ 109,656	\$ 111,156	\$ 112,656	\$ 114,433
	Doctorate	\$ 107,600	\$ 110,096	\$ 111,600	\$ 113,104	\$ 114,604	\$ 116,104	\$ 117,882
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 90,416	\$ 92,911	\$ 94,416	\$ 95,920	\$ 97,420	\$ 98,920	\$ 100,697
	Master's	\$ 95,244	\$ 97,739	\$ 99,243	\$ 100,747	\$ 102,247	\$ 103,747	\$ 105,525
	Master's + 15	\$ 96,105	\$ 98,601	\$ 100,105	\$ 101,609	\$ 103,109	\$ 104,609	\$ 106,387
	Master's + 30	\$ 99,037	\$ 101,533	\$ 103,037	\$ 104,541	\$ 106,041	\$ 107,541	\$ 109,319
	Master's + 60/CAGS	\$ 102,484	\$ 104,980	\$ 106,484	\$ 107,988	\$ 109,488	\$ 110,988	\$ 112,765
	Doctorate	\$ 105,934	\$ 108,429	\$ 109,934	\$ 111,438	\$ 112,938	\$ 114,438	\$ 116,215

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2020 (2%)

Salary Classification	Degree Level	July 1, 2020	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
District Support Specialist	Bachelor's	\$ 90,283	\$ 92,778	\$ 94,283	\$ 95,787	\$ 97,287	\$ 98,787	\$ 100,564
Assistant Early Childhood Coordinator	Master's	\$ 95,112	\$ 97,607	\$ 99,111	\$ 100,616	\$ 102,115	\$ 103,615	\$ 105,393
Student Support Services Specialist / LHS	Master's + 15	\$ 95,972	\$ 98,467	\$ 99,971	\$ 101,476	\$ 102,976	\$ 104,475	\$ 106,253
Discipline and Operations Specialist / LHS	Master's + 30	\$ 98,903	\$ 101,398	\$ 102,903	\$ 104,407	\$ 105,907	\$ 107,407	\$ 109,184
McDonough Freshman Academy Student Support Services Specialist	Master's + 60/CAGS	\$ 102,351	\$ 104,846	\$ 106,350	\$ 107,855	\$ 109,355	\$ 110,855	\$ 112,632
	Doctorate	\$ 105,801	\$ 108,297	\$ 109,801	\$ 111,305	\$ 112,805	\$ 114,305	\$ 116,083
Teaching Principal	Bachelor's	\$ 86,797	\$ 89,292	\$ 90,796	\$ 92,300	\$ 93,800	\$ 95,300	\$ 97,078
	Master's	\$ 91,371	\$ 93,866	\$ 95,371	\$ 96,875	\$ 98,375	\$ 99,875	\$ 101,652
	Master's + 15	\$ 92,187	\$ 94,683	\$ 96,187	\$ 97,691	\$ 99,191	\$ 100,691	\$ 102,469
	Master's + 30	\$ 95,406	\$ 97,902	\$ 99,406	\$ 100,910	\$ 102,410	\$ 103,910	\$ 105,687
	Master's + 60/CAGS	\$ 98,234	\$ 100,729	\$ 102,234	\$ 103,738	\$ 105,238	\$ 106,738	\$ 108,515
	Doctorate	\$ 101,500	\$ 103,995	\$ 105,499	\$ 107,004	\$ 108,503	\$ 110,003	\$ 111,781
Social Worker School Psychologist **	Bachelor's	\$ 85,718	\$ 88,214	\$ 89,718	\$ 91,222	\$ 92,722	\$ 94,222	\$ 96,000
	Master's	\$ 90,294	\$ 92,790	\$ 94,294	\$ 95,798	\$ 97,298	\$ 98,798	\$ 100,575
	Master's + 15	\$ 91,111	\$ 93,606	\$ 95,110	\$ 96,615	\$ 98,114	\$ 99,614	\$ 101,392
	Master's + 30	\$ 93,888	\$ 96,384	\$ 97,888	\$ 99,392	\$ 100,892	\$ 102,392	\$ 104,170
	Master's + 60/CAGS	\$ 97,156	\$ 99,651	\$ 101,155	\$ 102,660	\$ 104,160	\$ 105,659	\$ 107,437
	Doctorate	\$ 100,423	\$ 102,918	\$ 104,423	\$ 105,927	\$ 107,427	\$ 108,927	\$ 110,704
Guidance Counselor Behavior Specialist	Bachelor's	\$ 85,695	\$ 88,190	\$ 89,695	\$ 91,199	\$ 92,699	\$ 94,199	\$ 95,976
	Master's	\$ 90,268	\$ 92,763	\$ 94,268	\$ 95,772	\$ 97,272	\$ 98,772	\$ 100,549
	Master's + 15	\$ 91,084	\$ 93,580	\$ 95,084	\$ 96,588	\$ 98,088	\$ 99,588	\$ 101,366
	Master's + 30	\$ 93,861	\$ 96,357	\$ 97,861	\$ 99,365	\$ 100,865	\$ 102,365	\$ 104,143
	Master's + 60/CAGS	\$ 97,128	\$ 99,623	\$ 101,127	\$ 102,632	\$ 104,132	\$ 105,631	\$ 107,409
	Doctorate	\$ 100,394	\$ 102,889	\$ 104,394	\$ 105,898	\$ 107,398	\$ 108,898	\$ 110,675
Instructional Specialist Literacy Specialist Reading Specialist Management Information Specialist Mathematics Specialist	Bachelor's	\$ 85,568	\$ 88,064	\$ 89,568	\$ 91,072	\$ 92,572	\$ 94,072	\$ 95,850
	Master's	\$ 90,143	\$ 92,638	\$ 94,143	\$ 95,647	\$ 97,147	\$ 98,647	\$ 100,424
	Master's + 15	\$ 90,958	\$ 93,453	\$ 94,957	\$ 96,462	\$ 97,962	\$ 99,462	\$ 101,239
	Master's + 30	\$ 93,735	\$ 96,230	\$ 97,735	\$ 99,239	\$ 100,739	\$ 102,239	\$ 104,016
	Master's + 60/CAGS	\$ 97,001	\$ 99,496	\$ 101,001	\$ 102,505	\$ 104,005	\$ 105,505	\$ 107,282
	Doctorate	\$ 100,270	\$ 102,766	\$ 104,270	\$ 105,774	\$ 107,274	\$ 108,774	\$ 110,551

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2020 (2%)

Salary Classification	Degree Level	July 1, 2020	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Library Media Specialist	Bachelor's	\$ 79,520	\$ 82,015	\$ 83,519	\$ 85,024	\$ 86,524	\$ 88,023	\$ 89,801
	Master's	\$ 84,093	\$ 86,588	\$ 88,092	\$ 89,597	\$ 91,096	\$ 92,596	\$ 94,374
	Master's + 15	\$ 84,910	\$ 87,406	\$ 88,910	\$ 90,414	\$ 91,914	\$ 93,414	\$ 95,192
	Master's + 30	\$ 87,688	\$ 90,184	\$ 91,688	\$ 93,192	\$ 94,692	\$ 96,192	\$ 97,970
	Master's + 60/CAGS	\$ 91,017	\$ 93,512	\$ 95,016	\$ 96,521	\$ 98,021	\$ 99,520	\$ 101,298
	Doctorate	\$ 94,381	\$ 96,876	\$ 98,380	\$ 99,885	\$ 101,384	\$ 102,884	\$ 104,662
Attendance Officer Early Childhood Coach and Program Developer	Bachelor's	\$ 78,454	\$ 80,950	\$ 82,454	\$ 83,958	\$ 85,458	\$ 86,958	\$ 88,736
	Master's	\$ 83,030	\$ 85,525	\$ 87,030	\$ 88,534	\$ 90,034	\$ 91,534	\$ 93,311
	Master's + 15	\$ 83,845	\$ 86,341	\$ 87,845	\$ 89,349	\$ 90,849	\$ 92,349	\$ 94,126
	Master's + 30	\$ 86,623	\$ 89,118	\$ 90,623	\$ 92,127	\$ 93,627	\$ 95,127	\$ 96,904
	Master's + 60/CAGS	\$ 89,890	\$ 92,386	\$ 93,890	\$ 95,394	\$ 96,894	\$ 98,394	\$ 100,171
	Doctorate	\$ 93,160	\$ 95,656	\$ 97,160	\$ 98,664	\$ 100,164	\$ 101,664	\$ 103,442
Early Childhood Specialist	Bachelor's	\$ 60,221	\$ 62,717	\$ 64,221	\$ 65,725	\$ 67,225	\$ 68,725	\$ 70,503
	Master's	\$ 64,797	\$ 67,293	\$ 68,797	\$ 70,301	\$ 71,801	\$ 73,301	\$ 75,078
	Master's + 15	\$ 65,612	\$ 68,108	\$ 69,612	\$ 71,116	\$ 72,616	\$ 74,116	\$ 75,893
	Master's + 30	\$ 68,390	\$ 70,885	\$ 72,390	\$ 73,894	\$ 75,394	\$ 76,894	\$ 78,671
	Master's + 60/CAGS	\$ 71,657	\$ 74,153	\$ 75,657	\$ 77,161	\$ 78,661	\$ 80,161	\$ 81,939
	Doctorate	\$ 74,927	\$ 77,423	\$ 78,927	\$ 80,431	\$ 81,931	\$ 83,431	\$ 85,209
Case Worker - Bridge Program	Bachelor's	\$ 59,780	\$ 62,275	\$ 63,779	\$ 65,284	\$ 66,784	\$ 68,284	\$ 70,061
	Master's	\$ 64,356	\$ 66,851	\$ 68,355	\$ 69,859	\$ 71,359	\$ 72,859	\$ 74,637
	Master's + 15	\$ 65,171	\$ 67,666	\$ 69,170	\$ 70,675	\$ 72,174	\$ 73,674	\$ 75,452
	Master's + 30	\$ 68,390	\$ 70,885	\$ 72,390	\$ 73,894	\$ 75,394	\$ 76,894	\$ 78,671
	Master's + 60/CAGS	\$ 71,657	\$ 74,153	\$ 75,657	\$ 77,161	\$ 78,661	\$ 80,161	\$ 81,939
	Doctorate	\$ 74,927	\$ 77,423	\$ 78,927	\$ 80,431	\$ 81,931	\$ 83,431	\$ 85,209

** Effective as of July 1, 2003, all newly hired or newly appointed School Psychologists and all incumbent School Psychologists who opted to work a 190 day school year shall be paid at the same level as the Evaluation Team Chairpersons and all incumbent School Psychologists as of July 1, 2003, who opted to continue to work a 180 day school year shall be paid at the same level as the Social Workers.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2021 (2.25%)

Salary Classification	Degree Level	July 1, 2021	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
High School Dean Director of Special Education	Bachelor's	\$ 130,129	\$ 132,681	\$ 134,219	\$ 135,757	\$ 137,290	\$ 138,824	\$ 140,642
	Master's	\$ 134,921	\$ 137,472	\$ 139,010	\$ 140,548	\$ 142,082	\$ 143,616	\$ 145,433
	Master's + 15	\$ 135,749	\$ 138,301	\$ 139,839	\$ 141,377	\$ 142,911	\$ 144,445	\$ 146,262
	Master's + 30	\$ 138,574	\$ 141,126	\$ 142,664	\$ 144,202	\$ 145,736	\$ 147,269	\$ 149,087
	Master's + 60/CAGS	\$ 141,896	\$ 144,448	\$ 145,986	\$ 147,524	\$ 149,058	\$ 150,592	\$ 152,409
	Doctorate	\$ 145,222	\$ 147,773	\$ 149,311	\$ 150,849	\$ 152,383	\$ 153,917	\$ 155,734
High School Director of Curriculum, Instruction & Assessment High School Coordinator of Student Support Services	Bachelor's	\$ 117,068	\$ 119,620	\$ 121,158	\$ 122,696	\$ 124,230	\$ 125,763	\$ 127,581
	Master's	\$ 122,087	\$ 124,639	\$ 126,177	\$ 127,715	\$ 129,248	\$ 130,782	\$ 132,600
	Master's + 15	\$ 122,984	\$ 125,536	\$ 127,074	\$ 128,612	\$ 130,146	\$ 131,679	\$ 133,497
	Master's + 30	\$ 126,032	\$ 128,584	\$ 130,122	\$ 131,660	\$ 133,194	\$ 134,727	\$ 136,545
	Master's + 60/CAGS	\$ 129,615	\$ 132,167	\$ 133,705	\$ 135,243	\$ 136,776	\$ 138,310	\$ 140,128
	Doctorate	\$ 133,200	\$ 135,751	\$ 137,289	\$ 138,827	\$ 140,361	\$ 141,895	\$ 143,712
Director of Athletics and Physical Education Director of Educational Technologies and Media Director of New Teacher Academy Coordinator of Extended Time Programs Coordinator of Early Childhood	Bachelor's	\$ 113,510	\$ 116,062	\$ 117,600	\$ 119,138	\$ 120,672	\$ 122,206	\$ 124,023
	Master's	\$ 118,162	\$ 120,713	\$ 122,252	\$ 123,790	\$ 125,323	\$ 126,857	\$ 128,675
	Master's + 15	\$ 118,994	\$ 121,545	\$ 123,083	\$ 124,621	\$ 126,155	\$ 127,689	\$ 129,506
	Master's + 30	\$ 121,818	\$ 124,370	\$ 125,908	\$ 127,446	\$ 128,980	\$ 130,513	\$ 132,331
	Master's + 60/CAGS	\$ 125,141	\$ 127,692	\$ 129,230	\$ 130,768	\$ 132,302	\$ 133,836	\$ 135,653
	Doctorate	\$ 128,463	\$ 131,014	\$ 132,552	\$ 134,091	\$ 135,624	\$ 137,158	\$ 138,975
Title I Director Director of Adult Education (215) Director of Alternative Education (215) Director of Student Resource Center	Bachelor's	\$ 112,822	\$ 115,374	\$ 116,912	\$ 118,450	\$ 119,983	\$ 121,517	\$ 123,335
	Master's	\$ 117,473	\$ 120,025	\$ 121,563	\$ 123,101	\$ 124,635	\$ 126,169	\$ 127,986
	Master's + 15	\$ 118,304	\$ 120,855	\$ 122,393	\$ 123,931	\$ 125,465	\$ 126,999	\$ 128,816
	Master's + 30	\$ 121,128	\$ 123,680	\$ 125,218	\$ 126,756	\$ 128,290	\$ 129,823	\$ 131,641
	Master's + 60/CAGS	\$ 124,451	\$ 127,002	\$ 128,540	\$ 130,078	\$ 131,612	\$ 133,146	\$ 134,963
	Doctorate	\$ 127,773	\$ 130,324	\$ 131,863	\$ 133,401	\$ 134,934	\$ 136,468	\$ 138,286
Middle School Assistant Principal High School House Dean Director of McDonough Freshman Academy	Bachelor's	\$ 111,961	\$ 114,512	\$ 116,050	\$ 117,588	\$ 119,122	\$ 120,656	\$ 122,473
	Master's	\$ 116,759	\$ 119,310	\$ 120,849	\$ 122,387	\$ 123,920	\$ 125,454	\$ 127,271
	Master's + 15	\$ 117,617	\$ 120,168	\$ 121,706	\$ 123,245	\$ 124,778	\$ 126,312	\$ 128,129
	Master's + 30	\$ 120,531	\$ 123,082	\$ 124,620	\$ 126,158	\$ 127,692	\$ 129,226	\$ 131,043
	Master's + 60/CAGS	\$ 123,956	\$ 126,508	\$ 128,046	\$ 129,584	\$ 131,118	\$ 132,651	\$ 134,469
	Doctorate	\$ 127,384	\$ 129,935	\$ 131,473	\$ 133,011	\$ 134,545	\$ 136,079	\$ 137,896

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2021 (2.25%)

Salary Classification	Degree Level	July 1, 2021	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Department Chair (195)	Bachelor's	\$ 109,123	\$ 111,674	\$ 113,213	\$ 114,751	\$ 116,284	\$ 117,818	\$ 119,635
	Master's	\$ 113,799	\$ 116,350	\$ 117,888	\$ 119,427	\$ 120,960	\$ 122,494	\$ 124,311
	Master's + 15	\$ 114,635	\$ 117,186	\$ 118,724	\$ 120,263	\$ 121,796	\$ 123,330	\$ 125,147
	Master's + 30	\$ 117,474	\$ 120,026	\$ 121,564	\$ 123,102	\$ 124,636	\$ 126,169	\$ 127,987
	Master's + 60/CAGS	\$ 120,813	\$ 123,364	\$ 124,902	\$ 126,440	\$ 127,974	\$ 129,508	\$ 131,325
	Doctorate	\$ 124,152	\$ 126,704	\$ 128,242	\$ 129,780	\$ 131,314	\$ 132,848	\$ 134,665
Assistant Administrator of Special Education	Bachelor's	\$ 108,840	\$ 111,392	\$ 112,930	\$ 114,468	\$ 116,002	\$ 117,535	\$ 119,353
	Master's	\$ 113,492	\$ 116,043	\$ 117,581	\$ 119,119	\$ 120,653	\$ 122,187	\$ 124,004
	Master's + 15	\$ 114,322	\$ 116,873	\$ 118,412	\$ 119,950	\$ 121,483	\$ 123,017	\$ 124,835
	Master's + 30	\$ 117,147	\$ 119,698	\$ 121,236	\$ 122,774	\$ 124,308	\$ 125,842	\$ 127,659
	Master's + 60/CAGS	\$ 120,469	\$ 123,020	\$ 124,559	\$ 126,097	\$ 127,630	\$ 129,164	\$ 130,981
	Doctorate	\$ 123,793	\$ 126,344	\$ 127,882	\$ 129,420	\$ 130,954	\$ 132,488	\$ 134,305
Elementary School Assistant Principal	Bachelor's	\$ 108,313	\$ 110,864	\$ 112,402	\$ 113,940	\$ 115,474	\$ 117,008	\$ 118,825
	Master's	\$ 113,112	\$ 115,664	\$ 117,202	\$ 118,740	\$ 120,274	\$ 121,807	\$ 123,625
	Master's + 15	\$ 113,969	\$ 116,520	\$ 118,058	\$ 119,597	\$ 121,130	\$ 122,664	\$ 124,481
	Master's + 30	\$ 116,881	\$ 119,433	\$ 120,971	\$ 122,509	\$ 124,043	\$ 125,576	\$ 127,394
	Master's + 60/CAGS	\$ 120,310	\$ 122,861	\$ 124,400	\$ 125,938	\$ 127,471	\$ 129,005	\$ 130,822
	Doctorate	\$ 123,739	\$ 126,290	\$ 127,828	\$ 129,366	\$ 130,900	\$ 132,434	\$ 134,251
Coordinator of:	Bachelor's	\$ 107,647	\$ 110,199	\$ 111,737	\$ 113,275	\$ 114,808	\$ 116,342	\$ 118,160
Educational Television Programs	Master's	\$ 112,297	\$ 114,849	\$ 116,387	\$ 117,925	\$ 119,458	\$ 120,992	\$ 122,810
Guidance	Master's + 15	\$ 113,130	\$ 115,682	\$ 117,220	\$ 118,758	\$ 120,292	\$ 121,825	\$ 123,643
Mathematics (K-12)	Master's + 30	\$ 115,953	\$ 118,505	\$ 120,043	\$ 121,581	\$ 123,115	\$ 124,648	\$ 126,466
Reading & Language Arts (K-12)	Master's + 60/CAGS	\$ 119,276	\$ 121,827	\$ 123,365	\$ 124,903	\$ 126,437	\$ 127,971	\$ 129,788
Research, Testing & Assessment	Doctorate	\$ 122,596	\$ 125,148	\$ 126,686	\$ 128,224	\$ 129,758	\$ 131,292	\$ 133,109
Parent Information Center								
Professional Development								
School Improvement & Accountability								
Services for English Language Learners								
Induction Programs								
Special Programs								

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2021 (2.25%)

Salary Classification	Degree Level	July 1, 2021	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Director of Adult Education (200 Days)	Bachelor's	\$ 119,458	\$ 122,249	\$ 123,907	\$ 125,565	\$ 127,218	\$ 128,872	\$ 130,689
	Master's	\$ 124,657	\$ 127,447	\$ 129,106	\$ 130,764	\$ 132,417	\$ 134,070	\$ 135,888
	Master's + 15	\$ 125,586	\$ 128,377	\$ 130,035	\$ 131,693	\$ 133,346	\$ 134,999	\$ 136,817
	Master's + 30	\$ 128,742	\$ 131,533	\$ 133,191	\$ 134,849	\$ 136,502	\$ 138,155	\$ 139,973
	Master's + 60/CAGS	\$ 132,452	\$ 135,243	\$ 136,901	\$ 138,559	\$ 140,212	\$ 141,866	\$ 143,683
	Doctorate	\$ 136,164	\$ 138,955	\$ 140,613	\$ 142,271	\$ 143,924	\$ 145,577	\$ 147,395
Alternative School Coordinator (190 / 195) Coordinator of Social and Emotional Learning	Bachelor's	\$ 105,548	\$ 108,099	\$ 109,637	\$ 111,175	\$ 112,709	\$ 114,243	\$ 116,060
	Master's	\$ 110,225	\$ 112,776	\$ 114,315	\$ 115,853	\$ 117,386	\$ 118,920	\$ 120,738
	Master's + 15	\$ 111,059	\$ 113,611	\$ 115,149	\$ 116,687	\$ 118,221	\$ 119,755	\$ 121,572
	Master's + 30	\$ 113,899	\$ 116,451	\$ 117,989	\$ 119,527	\$ 121,061	\$ 122,594	\$ 124,412
	Master's + 60/CAGS	\$ 117,239	\$ 119,790	\$ 121,329	\$ 122,867	\$ 124,400	\$ 125,934	\$ 127,751
	Doctorate	\$ 120,577	\$ 123,129	\$ 124,667	\$ 126,205	\$ 127,739	\$ 129,272	\$ 131,090
Specialist for: ELL Research & Testing Community Outreach & Support of ELL Lowell High School Testing and Assessment Coordinator	Bachelor's	\$ 98,014	\$ 100,566	\$ 102,104	\$ 103,642	\$ 105,176	\$ 106,709	\$ 108,527
	Master's	\$ 102,667	\$ 105,219	\$ 106,757	\$ 108,295	\$ 109,829	\$ 111,362	\$ 113,180
	Master's + 15	\$ 103,497	\$ 106,049	\$ 107,587	\$ 109,125	\$ 110,659	\$ 112,193	\$ 114,010
	Master's + 30	\$ 106,321	\$ 108,872	\$ 110,410	\$ 111,949	\$ 113,482	\$ 115,016	\$ 116,833
	Master's + 60/CAGS	\$ 109,646	\$ 112,197	\$ 113,736	\$ 115,274	\$ 116,807	\$ 118,341	\$ 120,158
	Doctorate	\$ 112,968	\$ 115,520	\$ 117,058	\$ 118,596	\$ 120,130	\$ 121,663	\$ 123,481
Crisis Intervention Specialist Board-Certified Behavior Specialist	Bachelor's	\$ 94,154	\$ 96,706	\$ 98,244	\$ 99,782	\$ 101,316	\$ 102,849	\$ 104,667
	Master's	\$ 99,092	\$ 101,644	\$ 103,182	\$ 104,720	\$ 106,253	\$ 107,787	\$ 109,605
	Master's + 15	\$ 99,973	\$ 102,525	\$ 104,063	\$ 105,601	\$ 107,135	\$ 108,668	\$ 110,486
	Master's + 30	\$ 102,968	\$ 105,520	\$ 107,058	\$ 108,596	\$ 110,130	\$ 111,663	\$ 113,481
	Master's + 60/CAGS	\$ 106,496	\$ 109,047	\$ 110,585	\$ 112,123	\$ 113,657	\$ 115,191	\$ 117,008
	Doctorate	\$ 110,021	\$ 112,573	\$ 114,111	\$ 115,649	\$ 117,183	\$ 118,717	\$ 120,534
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 92,450	\$ 95,002	\$ 96,540	\$ 98,078	\$ 99,612	\$ 101,145	\$ 102,963
	Master's	\$ 97,387	\$ 99,938	\$ 101,476	\$ 103,014	\$ 104,548	\$ 106,082	\$ 107,899
	Master's + 15	\$ 98,268	\$ 100,819	\$ 102,357	\$ 103,895	\$ 105,429	\$ 106,963	\$ 108,780
	Master's + 30	\$ 101,266	\$ 103,817	\$ 105,355	\$ 106,893	\$ 108,427	\$ 109,961	\$ 111,778
	Master's + 60/CAGS	\$ 104,790	\$ 107,342	\$ 108,880	\$ 110,418	\$ 111,952	\$ 113,485	\$ 115,303
	Doctorate	\$ 108,317	\$ 110,869	\$ 112,407	\$ 113,945	\$ 115,479	\$ 117,012	\$ 118,830

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2021 (2.25%)

Salary Classification	Degree Level	July 1, 2021	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
District Support Specialist	Bachelor's	\$ 92,314	\$ 94,866	\$ 96,404	\$ 97,942	\$ 99,476	\$ 101,010	\$ 102,827
Assistant Early Childhood Coordinator	Master's	\$ 97,252	\$ 99,803	\$ 101,341	\$ 102,879	\$ 104,413	\$ 105,947	\$ 107,764
Student Support Services Specialist / LHS	Master's + 15	\$ 98,131	\$ 100,683	\$ 102,221	\$ 103,759	\$ 105,292	\$ 106,826	\$ 108,644
Discipline and Operations Specialist / LHS	Master's + 30	\$ 101,128	\$ 103,680	\$ 105,218	\$ 106,756	\$ 108,290	\$ 109,823	\$ 111,641
McDonough Freshman Academy Student Support	Master's + 60/CAGS	\$ 104,654	\$ 107,205	\$ 108,743	\$ 110,281	\$ 111,815	\$ 113,349	\$ 115,166
Services Specialist	Doctorate	\$ 108,182	\$ 110,734	\$ 112,272	\$ 113,810	\$ 115,343	\$ 116,877	\$ 118,695
Teaching Principal	Bachelor's	\$ 88,749	\$ 91,301	\$ 92,839	\$ 94,377	\$ 95,911	\$ 97,445	\$ 99,262
	Master's	\$ 93,427	\$ 95,978	\$ 97,516	\$ 99,055	\$ 100,588	\$ 102,122	\$ 103,939
	Master's + 15	\$ 94,262	\$ 96,813	\$ 98,351	\$ 99,889	\$ 101,423	\$ 102,957	\$ 104,774
	Master's + 30	\$ 97,553	\$ 100,104	\$ 101,642	\$ 103,181	\$ 104,714	\$ 106,248	\$ 108,065
	Master's + 60/CAGS	\$ 100,444	\$ 102,996	\$ 104,534	\$ 106,072	\$ 107,606	\$ 109,139	\$ 110,957
	Doctorate	\$ 103,783	\$ 106,335	\$ 107,873	\$ 109,411	\$ 110,945	\$ 112,478	\$ 114,296
Social Worker	Bachelor's	\$ 87,647	\$ 90,199	\$ 91,737	\$ 93,275	\$ 94,808	\$ 96,342	\$ 98,160
	Master's	\$ 92,326	\$ 94,877	\$ 96,415	\$ 97,954	\$ 99,487	\$ 101,021	\$ 102,838
School Psychologist **	Master's + 15	\$ 93,161	\$ 95,712	\$ 97,250	\$ 98,788	\$ 100,322	\$ 101,856	\$ 103,673
	Master's + 30	\$ 96,001	\$ 98,553	\$ 100,091	\$ 101,629	\$ 103,162	\$ 104,696	\$ 106,514
	Master's + 60/CAGS	\$ 99,342	\$ 101,893	\$ 103,431	\$ 104,969	\$ 106,503	\$ 108,037	\$ 109,854
	Doctorate	\$ 102,682	\$ 105,234	\$ 106,772	\$ 108,310	\$ 109,844	\$ 111,378	\$ 113,195
Guidance Counselor	Bachelor's	\$ 87,623	\$ 90,175	\$ 91,713	\$ 93,251	\$ 94,785	\$ 96,318	\$ 98,136
	Master's	\$ 92,299	\$ 94,851	\$ 96,389	\$ 97,927	\$ 99,461	\$ 100,994	\$ 102,812
Behavior Specialist	Master's + 15	\$ 93,134	\$ 95,685	\$ 97,223	\$ 98,761	\$ 100,295	\$ 101,829	\$ 103,646
	Master's + 30	\$ 95,973	\$ 98,525	\$ 100,063	\$ 101,601	\$ 103,135	\$ 104,668	\$ 106,486
	Master's + 60/CAGS	\$ 99,313	\$ 101,865	\$ 103,403	\$ 104,941	\$ 106,474	\$ 108,008	\$ 109,826
	Doctorate	\$ 102,653	\$ 105,204	\$ 106,742	\$ 108,281	\$ 109,814	\$ 111,348	\$ 113,165
Instructional Specialist	Bachelor's	\$ 87,494	\$ 90,045	\$ 91,583	\$ 93,122	\$ 94,655	\$ 96,189	\$ 98,006
Literacy Specialist	Master's	\$ 92,171	\$ 94,723	\$ 96,261	\$ 97,799	\$ 99,333	\$ 100,866	\$ 102,684
Reading Specialist	Master's + 15	\$ 93,004	\$ 95,556	\$ 97,094	\$ 98,632	\$ 100,166	\$ 101,699	\$ 103,517
Management Information Specialist	Master's + 30	\$ 95,844	\$ 98,395	\$ 99,934	\$ 101,472	\$ 103,005	\$ 104,539	\$ 106,357
Mathematics Specialist	Master's + 60/CAGS	\$ 99,184	\$ 101,735	\$ 103,273	\$ 104,811	\$ 106,345	\$ 107,879	\$ 109,696
	Doctorate	\$ 102,526	\$ 105,078	\$ 106,616	\$ 108,154	\$ 109,688	\$ 111,221	\$ 113,039

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2021 (2.25%)

Salary Classification	Degree Level	July 1, 2021	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Library Media Specialist	Bachelor's	\$ 81,309	\$ 83,860	\$ 85,399	\$ 86,937	\$ 88,470	\$ 90,004	\$ 91,821
	Master's	\$ 85,985	\$ 88,536	\$ 90,074	\$ 91,612	\$ 93,146	\$ 94,680	\$ 96,497
	Master's + 15	\$ 86,821	\$ 89,372	\$ 90,911	\$ 92,449	\$ 93,982	\$ 95,516	\$ 97,334
	Master's + 30	\$ 89,661	\$ 92,213	\$ 93,751	\$ 95,289	\$ 96,823	\$ 98,356	\$ 100,174
	Master's + 60/CAGS	\$ 93,065	\$ 95,616	\$ 97,154	\$ 98,692	\$ 100,226	\$ 101,760	\$ 103,577
	Doctorate	\$ 96,504	\$ 99,056	\$ 100,594	\$ 102,132	\$ 103,666	\$ 105,199	\$ 107,017
Attendance Officer Early Childhood Coach and Program Developer	Bachelor's	\$ 80,220	\$ 82,771	\$ 84,309	\$ 85,847	\$ 87,381	\$ 88,915	\$ 90,732
	Master's	\$ 84,898	\$ 87,450	\$ 88,988	\$ 90,526	\$ 92,060	\$ 93,593	\$ 95,411
	Master's + 15	\$ 85,732	\$ 88,283	\$ 89,821	\$ 91,359	\$ 92,893	\$ 94,427	\$ 96,244
	Master's + 30	\$ 88,572	\$ 91,124	\$ 92,662	\$ 94,200	\$ 95,733	\$ 97,267	\$ 99,085
	Master's + 60/CAGS	\$ 91,913	\$ 94,464	\$ 96,002	\$ 97,541	\$ 99,074	\$ 100,608	\$ 102,425
	Doctorate	\$ 95,256	\$ 97,808	\$ 99,346	\$ 100,884	\$ 102,418	\$ 103,951	\$ 105,769
Early Childhood Specialist	Bachelor's	\$ 61,576	\$ 64,128	\$ 65,666	\$ 67,204	\$ 68,738	\$ 70,271	\$ 72,089
	Master's	\$ 66,255	\$ 68,807	\$ 70,345	\$ 71,883	\$ 73,417	\$ 74,950	\$ 76,768
	Master's + 15	\$ 67,088	\$ 69,640	\$ 71,178	\$ 72,716	\$ 74,250	\$ 75,784	\$ 77,601
	Master's + 30	\$ 69,929	\$ 72,480	\$ 74,019	\$ 75,557	\$ 77,090	\$ 78,624	\$ 80,441
	Master's + 60/CAGS	\$ 73,270	\$ 75,821	\$ 77,359	\$ 78,897	\$ 80,431	\$ 81,965	\$ 83,782
	Doctorate	\$ 76,613	\$ 79,165	\$ 80,703	\$ 82,241	\$ 83,775	\$ 85,308	\$ 87,126
Case Worker - Bridge Program	Bachelor's	\$ 61,125	\$ 63,676	\$ 65,214	\$ 66,753	\$ 68,286	\$ 69,820	\$ 71,637
	Master's	\$ 65,804	\$ 68,355	\$ 69,893	\$ 71,431	\$ 72,965	\$ 74,499	\$ 76,316
	Master's + 15	\$ 66,637	\$ 69,188	\$ 70,727	\$ 72,265	\$ 73,798	\$ 75,332	\$ 77,150
	Master's + 30	\$ 69,929	\$ 72,480	\$ 74,019	\$ 75,557	\$ 77,090	\$ 78,624	\$ 80,441
	Master's + 60/CAGS	\$ 73,270	\$ 75,821	\$ 77,359	\$ 78,897	\$ 80,431	\$ 81,965	\$ 83,782
	Doctorate	\$ 76,613	\$ 79,165	\$ 80,703	\$ 82,241	\$ 83,775	\$ 85,308	\$ 87,126

** Effective as of July 1, 2003, all newly hired or newly appointed School Psychologists and all incumbent School Psychologists who opted to work a 190 day school year shall be paid at the same level as the Evaluation Team Chairpersons and all incumbent School Psychologists as of July 1, 2003, who opted to continue to work a 180 day school year shall be paid at the same level as the Social Workers.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
MID-POINT 2021-2022 (0.25%)

Salary Classification	Degree Level	Mid-Point 2021-2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
High School Dean	Bachelor's	\$ 130,454	\$ 133,012	\$ 134,554	\$ 136,096	\$ 137,634	\$ 139,171	\$ 140,993
	Master's	\$ 135,258	\$ 137,816	\$ 139,358	\$ 140,900	\$ 142,437	\$ 143,975	\$ 145,797
Director of Special Education	Master's + 15	\$ 136,089	\$ 138,647	\$ 140,189	\$ 141,731	\$ 143,268	\$ 144,806	\$ 146,628
	Master's + 30	\$ 138,921	\$ 141,479	\$ 143,020	\$ 144,562	\$ 146,100	\$ 147,637	\$ 149,460
	Master's + 60/CAGS	\$ 142,251	\$ 144,809	\$ 146,351	\$ 147,893	\$ 149,431	\$ 150,968	\$ 152,790
	Doctorate	\$ 145,585	\$ 148,143	\$ 149,685	\$ 151,226	\$ 152,764	\$ 154,301	\$ 156,124
High School Director of Curriculum, Instruction & Assessment	Bachelor's	\$ 117,361	\$ 119,919	\$ 121,461	\$ 123,003	\$ 124,540	\$ 126,078	\$ 127,900
	Master's	\$ 122,392	\$ 124,950	\$ 126,492	\$ 128,034	\$ 129,572	\$ 131,109	\$ 132,931
	Master's + 15	\$ 123,292	\$ 125,850	\$ 127,392	\$ 128,934	\$ 130,471	\$ 132,009	\$ 133,831
High School Coordinator of Student Support Services	Master's + 30	\$ 126,347	\$ 128,905	\$ 130,447	\$ 131,989	\$ 133,526	\$ 135,064	\$ 136,886
	Master's + 60/CAGS	\$ 129,939	\$ 132,497	\$ 134,039	\$ 135,581	\$ 137,118	\$ 138,656	\$ 140,478
	Doctorate	\$ 133,533	\$ 136,090	\$ 137,632	\$ 139,174	\$ 140,712	\$ 142,249	\$ 144,071
Director of Athletics and Physical Education	Bachelor's	\$ 113,794	\$ 116,352	\$ 117,894	\$ 119,436	\$ 120,974	\$ 122,511	\$ 124,333
Director of Educational Technologies and Media	Master's	\$ 118,457	\$ 121,015	\$ 122,557	\$ 124,099	\$ 125,637	\$ 127,174	\$ 128,996
Director of New Teacher Academy	Master's + 15	\$ 119,291	\$ 121,849	\$ 123,391	\$ 124,933	\$ 126,470	\$ 128,008	\$ 129,830
	Master's + 30	\$ 122,123	\$ 124,681	\$ 126,223	\$ 127,765	\$ 129,302	\$ 130,840	\$ 132,662
Coordinator of Extended Time Programs	Master's + 60/CAGS	\$ 125,453	\$ 128,011	\$ 129,553	\$ 131,095	\$ 132,633	\$ 134,170	\$ 135,992
Coordinator of Early Childhood	Doctorate	\$ 128,784	\$ 131,342	\$ 132,884	\$ 134,426	\$ 135,963	\$ 137,501	\$ 139,323
Title I Director	Bachelor's	\$ 113,104	\$ 115,662	\$ 117,204	\$ 118,746	\$ 120,283	\$ 121,821	\$ 123,643
Director of Adult Education (215)	Master's	\$ 117,767	\$ 120,325	\$ 121,867	\$ 123,409	\$ 124,947	\$ 126,484	\$ 128,306
Director of Alternative Education (215)	Master's + 15	\$ 118,599	\$ 121,157	\$ 122,699	\$ 124,241	\$ 125,779	\$ 127,316	\$ 129,138
Director of Student Resource Center	Master's + 30	\$ 121,431	\$ 123,989	\$ 125,531	\$ 127,073	\$ 128,611	\$ 130,148	\$ 131,970
	Master's + 60/CAGS	\$ 124,762	\$ 127,320	\$ 128,862	\$ 130,404	\$ 131,941	\$ 133,479	\$ 135,301
	Doctorate	\$ 128,092	\$ 130,650	\$ 132,192	\$ 133,734	\$ 135,272	\$ 136,809	\$ 138,631
Middle School Assistant Principal	Bachelor's	\$ 112,240	\$ 114,798	\$ 116,340	\$ 117,882	\$ 119,420	\$ 120,957	\$ 122,779
	Master's	\$ 117,051	\$ 119,609	\$ 121,151	\$ 122,693	\$ 124,230	\$ 125,768	\$ 127,590
High School House Dean	Master's + 15	\$ 117,911	\$ 120,469	\$ 122,011	\$ 123,553	\$ 125,090	\$ 126,628	\$ 128,450
	Master's + 30	\$ 120,832	\$ 123,390	\$ 124,932	\$ 126,474	\$ 128,011	\$ 129,549	\$ 131,371
Director of McDonough Freshman Academy	Master's + 60/CAGS	\$ 124,266	\$ 126,824	\$ 128,366	\$ 129,908	\$ 131,446	\$ 132,983	\$ 134,805
	Doctorate	\$ 127,702	\$ 130,260	\$ 131,802	\$ 133,344	\$ 134,881	\$ 136,419	\$ 138,241

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
MID-POINT 2021-2022 (0.25%)

Salary Classification	Degree Level	Mid-Point 2021-2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Department Chair (195)	Bachelor's	\$ 109,396	\$ 111,954	\$ 113,496	\$ 115,038	\$ 116,575	\$ 118,113	\$ 119,935
	Master's	\$ 114,083	\$ 116,641	\$ 118,183	\$ 119,725	\$ 121,263	\$ 122,800	\$ 124,622
	Master's + 15	\$ 114,921	\$ 117,479	\$ 119,021	\$ 120,563	\$ 122,101	\$ 123,638	\$ 125,460
	Master's + 30	\$ 117,768	\$ 120,326	\$ 121,868	\$ 123,410	\$ 124,947	\$ 126,485	\$ 128,307
	Master's + 60/CAGS	\$ 121,115	\$ 123,673	\$ 125,215	\$ 126,757	\$ 128,294	\$ 129,832	\$ 131,654
	Doctorate	\$ 124,463	\$ 127,021	\$ 128,563	\$ 130,105	\$ 131,642	\$ 133,180	\$ 135,002
Assistant Administrator of Special Education	Bachelor's	\$ 109,112	\$ 111,670	\$ 113,212	\$ 114,754	\$ 116,292	\$ 117,829	\$ 119,651
	Master's	\$ 113,775	\$ 116,333	\$ 117,875	\$ 119,417	\$ 120,955	\$ 122,492	\$ 124,314
	Master's + 15	\$ 114,608	\$ 117,166	\$ 118,708	\$ 120,250	\$ 121,787	\$ 123,325	\$ 125,147
	Master's + 30	\$ 117,439	\$ 119,997	\$ 121,539	\$ 123,081	\$ 124,619	\$ 126,156	\$ 127,978
	Master's + 60/CAGS	\$ 120,770	\$ 123,328	\$ 124,870	\$ 126,412	\$ 127,949	\$ 129,487	\$ 131,309
	Doctorate	\$ 124,102	\$ 126,660	\$ 128,202	\$ 129,744	\$ 131,281	\$ 132,819	\$ 134,641
Elementary School Assistant Principal	Bachelor's	\$ 108,583	\$ 111,141	\$ 112,683	\$ 114,225	\$ 115,763	\$ 117,300	\$ 119,122
	Master's	\$ 113,395	\$ 115,953	\$ 117,495	\$ 119,037	\$ 120,575	\$ 122,112	\$ 123,934
	Master's + 15	\$ 114,254	\$ 116,812	\$ 118,354	\$ 119,896	\$ 121,433	\$ 122,971	\$ 124,793
	Master's + 30	\$ 117,173	\$ 119,731	\$ 121,273	\$ 122,815	\$ 124,353	\$ 125,890	\$ 127,712
	Master's + 60/CAGS	\$ 120,611	\$ 123,169	\$ 124,711	\$ 126,253	\$ 127,790	\$ 129,327	\$ 131,150
	Doctorate	\$ 124,048	\$ 126,606	\$ 128,148	\$ 129,690	\$ 131,227	\$ 132,765	\$ 134,587
Coordinator of:	Bachelor's	\$ 107,916	\$ 110,474	\$ 112,016	\$ 113,558	\$ 115,095	\$ 116,633	\$ 118,455
Educational Television Programs	Master's	\$ 112,578	\$ 115,136	\$ 116,678	\$ 118,220	\$ 119,757	\$ 121,295	\$ 123,117
Guidance	Master's + 15	\$ 113,413	\$ 115,971	\$ 117,513	\$ 119,055	\$ 120,592	\$ 122,130	\$ 123,952
Mathematics (K-12)	Master's + 30	\$ 116,243	\$ 118,801	\$ 120,343	\$ 121,885	\$ 123,423	\$ 124,960	\$ 126,782
Reading & Language Arts (K-12)	Master's + 60/CAGS	\$ 119,574	\$ 122,132	\$ 123,674	\$ 125,216	\$ 126,753	\$ 128,291	\$ 130,113
Research, Testing & Assessment	Doctorate	\$ 122,903	\$ 125,461	\$ 127,003	\$ 128,545	\$ 130,082	\$ 131,620	\$ 133,442
Parent Information Center	<div> <div>School Safety</div> <div>Family Resource Center</div> <div>Mathematics (Pre-K - 4)</div> <div>English Language Arts & Literacy (Pre-K - 4)</div> <div>Mathematics (5 - 12)</div> <div>English Language Arts & Literacy (5 - 12)</div> <div>Science/Social Studies (Pre-K - 12)</div> <div>English Language Learner Programs</div> </div>							
Professional Development								
School Improvement & Accountability								
Services for English Language Learners								
Induction Programs								
Special Programs								

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
MID-POINT 2021-2022 (0.25%)

Salary Classification	Degree Level	Mid-Point 2021-2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Director of Adult Education (200 Days)	Bachelor's	\$ 119,757	\$ 122,554	\$ 124,217	\$ 125,879	\$ 127,536	\$ 129,194	\$ 131,016
	Master's	\$ 124,968	\$ 127,766	\$ 129,428	\$ 131,091	\$ 132,748	\$ 134,405	\$ 136,227
	Master's + 15	\$ 125,900	\$ 128,698	\$ 130,360	\$ 132,022	\$ 133,679	\$ 135,337	\$ 137,159
	Master's + 30	\$ 129,064	\$ 131,861	\$ 133,524	\$ 135,186	\$ 136,843	\$ 138,501	\$ 140,323
	Master's + 60/CAGS	\$ 132,783	\$ 135,581	\$ 137,243	\$ 138,906	\$ 140,563	\$ 142,220	\$ 144,042
	Doctorate	\$ 136,505	\$ 139,302	\$ 140,964	\$ 142,627	\$ 144,284	\$ 145,941	\$ 147,763
Alternative School Coordinator (190 / 195) Coordinator of Social and Emotional Learning	Bachelor's	\$ 105,811	\$ 108,369	\$ 109,911	\$ 111,453	\$ 112,991	\$ 114,528	\$ 116,350
	Master's	\$ 110,500	\$ 113,058	\$ 114,600	\$ 116,142	\$ 117,680	\$ 119,217	\$ 121,039
	Master's + 15	\$ 111,337	\$ 113,895	\$ 115,437	\$ 116,979	\$ 118,517	\$ 120,054	\$ 121,876
	Master's + 30	\$ 114,184	\$ 116,742	\$ 118,284	\$ 119,826	\$ 121,363	\$ 122,901	\$ 124,723
	Master's + 60/CAGS	\$ 117,532	\$ 120,090	\$ 121,632	\$ 123,174	\$ 124,711	\$ 126,249	\$ 128,071
	Doctorate	\$ 120,879	\$ 123,436	\$ 124,978	\$ 126,520	\$ 128,058	\$ 129,595	\$ 131,417
Specialist for: ELL Research & Testing Community Outreach & Support of ELL Lowell High School Testing and Assessment Coordinator	Bachelor's	\$ 98,259	\$ 100,817	\$ 102,359	\$ 103,901	\$ 105,439	\$ 106,976	\$ 108,798
	Master's	\$ 102,924	\$ 105,482	\$ 107,024	\$ 108,566	\$ 110,103	\$ 111,641	\$ 113,463
	Master's + 15	\$ 103,756	\$ 106,314	\$ 107,856	\$ 109,398	\$ 110,936	\$ 112,473	\$ 114,295
	Master's + 30	\$ 106,586	\$ 109,144	\$ 110,686	\$ 112,228	\$ 113,766	\$ 115,303	\$ 117,125
	Master's + 60/CAGS	\$ 109,920	\$ 112,478	\$ 114,020	\$ 115,562	\$ 117,099	\$ 118,637	\$ 120,459
	Doctorate	\$ 113,251	\$ 115,808	\$ 117,350	\$ 118,892	\$ 120,430	\$ 121,967	\$ 123,789
Crisis Intervention Specialist Board-Certified Behavior Specialist	Bachelor's	\$ 94,390	\$ 96,948	\$ 98,490	\$ 100,032	\$ 101,569	\$ 103,107	\$ 104,929
	Master's	\$ 99,340	\$ 101,898	\$ 103,440	\$ 104,982	\$ 106,519	\$ 108,057	\$ 109,879
	Master's + 15	\$ 100,223	\$ 102,781	\$ 104,323	\$ 105,865	\$ 107,402	\$ 108,940	\$ 110,762
	Master's + 30	\$ 103,226	\$ 105,784	\$ 107,326	\$ 108,868	\$ 110,405	\$ 111,943	\$ 113,765
	Master's + 60/CAGS	\$ 106,762	\$ 109,320	\$ 110,862	\$ 112,404	\$ 113,941	\$ 115,479	\$ 117,301
	Doctorate	\$ 110,296	\$ 112,854	\$ 114,396	\$ 115,938	\$ 117,476	\$ 119,013	\$ 120,835
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 92,681	\$ 95,239	\$ 96,781	\$ 98,323	\$ 99,861	\$ 101,398	\$ 103,220
	Master's	\$ 97,630	\$ 100,188	\$ 101,730	\$ 103,272	\$ 104,809	\$ 106,347	\$ 108,169
	Master's + 15	\$ 98,513	\$ 101,071	\$ 102,613	\$ 104,155	\$ 105,693	\$ 107,230	\$ 109,052
	Master's + 30	\$ 101,519	\$ 104,077	\$ 105,619	\$ 107,161	\$ 108,698	\$ 110,236	\$ 112,058
	Master's + 60/CAGS	\$ 105,052	\$ 107,610	\$ 109,152	\$ 110,694	\$ 112,231	\$ 113,769	\$ 115,591
	Doctorate	\$ 108,588	\$ 111,146	\$ 112,688	\$ 114,230	\$ 115,768	\$ 117,305	\$ 119,127

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
MID-POINT 2021-2022 (0.25%)

Salary Classification	Degree Level	Mid-Point 2021-2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
District Support Specialist	Bachelor's	\$ 92,545	\$ 95,103	\$ 96,645	\$ 98,187	\$ 99,725	\$ 101,262	\$ 103,084
Assistant Early Childhood Coordinator	Master's	\$ 97,495	\$ 100,053	\$ 101,595	\$ 103,137	\$ 104,674	\$ 106,212	\$ 108,034
Student Support Services Specialist / LHS	Master's + 15	\$ 98,376	\$ 100,934	\$ 102,476	\$ 104,018	\$ 105,556	\$ 107,093	\$ 108,915
Discipline and Operations Specialist / LHS	Master's + 30	\$ 101,381	\$ 103,939	\$ 105,481	\$ 107,023	\$ 108,561	\$ 110,098	\$ 111,920
McDonough Freshman Academy Student Support Services Specialist	Master's + 60/CAGS	\$ 104,915	\$ 107,473	\$ 109,015	\$ 110,557	\$ 112,095	\$ 113,632	\$ 115,454
	Doctorate	\$ 108,452	\$ 111,010	\$ 112,552	\$ 114,094	\$ 115,632	\$ 117,169	\$ 118,991
Teaching Principal	Bachelor's	\$ 88,971	\$ 91,529	\$ 93,071	\$ 94,613	\$ 96,151	\$ 97,688	\$ 99,510
	Master's	\$ 93,660	\$ 96,218	\$ 97,760	\$ 99,302	\$ 100,840	\$ 102,377	\$ 104,199
	Master's + 15	\$ 94,497	\$ 97,055	\$ 98,597	\$ 100,139	\$ 101,677	\$ 103,214	\$ 105,036
	Master's + 30	\$ 97,797	\$ 100,355	\$ 101,897	\$ 103,439	\$ 104,976	\$ 106,514	\$ 108,336
	Master's + 60/CAGS	\$ 100,695	\$ 103,253	\$ 104,795	\$ 106,337	\$ 107,875	\$ 109,412	\$ 111,234
	Doctorate	\$ 104,043	\$ 106,601	\$ 108,143	\$ 109,685	\$ 111,222	\$ 112,760	\$ 114,582
Social Worker	Bachelor's	\$ 87,866	\$ 90,424	\$ 91,966	\$ 93,508	\$ 95,046	\$ 96,583	\$ 98,405
School Psychologist **	Master's	\$ 92,557	\$ 95,115	\$ 96,656	\$ 98,198	\$ 99,736	\$ 101,273	\$ 103,095
	Master's + 15	\$ 93,393	\$ 95,951	\$ 97,493	\$ 99,035	\$ 100,573	\$ 102,110	\$ 103,932
	Master's + 30	\$ 96,241	\$ 98,799	\$ 100,341	\$ 101,883	\$ 103,420	\$ 104,958	\$ 106,780
	Master's + 60/CAGS	\$ 99,590	\$ 102,148	\$ 103,690	\$ 105,232	\$ 106,769	\$ 108,307	\$ 110,129
	Doctorate	\$ 102,939	\$ 105,497	\$ 107,039	\$ 108,581	\$ 110,118	\$ 111,656	\$ 113,478
Guidance Counselor	Bachelor's	\$ 87,842	\$ 90,400	\$ 91,942	\$ 93,484	\$ 95,022	\$ 96,559	\$ 98,381
Behavior Specialist	Master's	\$ 92,530	\$ 95,088	\$ 96,630	\$ 98,172	\$ 99,709	\$ 101,247	\$ 103,069
	Master's + 15	\$ 93,367	\$ 95,924	\$ 97,466	\$ 99,008	\$ 100,546	\$ 102,083	\$ 103,905
	Master's + 30	\$ 96,213	\$ 98,771	\$ 100,313	\$ 101,855	\$ 103,393	\$ 104,930	\$ 106,752
	Master's + 60/CAGS	\$ 99,561	\$ 102,119	\$ 103,661	\$ 105,203	\$ 106,741	\$ 108,278	\$ 110,100
	Doctorate	\$ 102,909	\$ 105,467	\$ 107,009	\$ 108,551	\$ 110,089	\$ 111,626	\$ 113,448
Instructional Specialist	Bachelor's	\$ 87,713	\$ 90,270	\$ 91,812	\$ 93,354	\$ 94,892	\$ 96,429	\$ 98,251
Literacy Specialist	Master's	\$ 92,402	\$ 94,960	\$ 96,502	\$ 98,043	\$ 99,581	\$ 101,118	\$ 102,941
Reading Specialist	Master's + 15	\$ 93,237	\$ 95,795	\$ 97,337	\$ 98,879	\$ 100,416	\$ 101,954	\$ 103,776
Management Information Specialist	Master's + 30	\$ 96,083	\$ 98,641	\$ 100,183	\$ 101,725	\$ 103,263	\$ 104,800	\$ 106,622
Mathematics Specialist	Master's + 60/CAGS	\$ 99,432	\$ 101,989	\$ 103,531	\$ 105,073	\$ 106,611	\$ 108,148	\$ 109,970
	Doctorate	\$ 102,783	\$ 105,340	\$ 106,882	\$ 108,424	\$ 109,962	\$ 111,499	\$ 113,321

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
MID-POINT 2021-2022 (0.25%)

Salary Classification	Degree Level	Mid-Point 2021-2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Library Media Specialist	Bachelor's	\$ 81,512	\$ 84,070	\$ 85,612	\$ 87,154	\$ 88,691	\$ 90,229	\$ 92,051
	Master's	\$ 86,200	\$ 88,758	\$ 90,300	\$ 91,842	\$ 93,379	\$ 94,916	\$ 96,739
	Master's + 15	\$ 87,038	\$ 89,596	\$ 91,138	\$ 92,680	\$ 94,217	\$ 95,755	\$ 97,577
	Master's + 30	\$ 89,885	\$ 92,443	\$ 93,985	\$ 95,527	\$ 97,065	\$ 98,602	\$ 100,424
	Master's + 60/CAGS	\$ 93,297	\$ 95,855	\$ 97,397	\$ 98,939	\$ 100,477	\$ 102,014	\$ 103,836
	Doctorate	\$ 96,745	\$ 99,303	\$ 100,845	\$ 102,387	\$ 103,925	\$ 105,462	\$ 107,284
Attendance Officer Early Childhood Coach and Program Developer	Bachelor's	\$ 80,420	\$ 82,978	\$ 84,520	\$ 86,062	\$ 87,599	\$ 89,137	\$ 90,959
	Master's	\$ 85,110	\$ 87,668	\$ 89,210	\$ 90,752	\$ 92,290	\$ 93,827	\$ 95,649
	Master's + 15	\$ 85,946	\$ 88,504	\$ 90,046	\$ 91,588	\$ 93,125	\$ 94,663	\$ 96,485
	Master's + 30	\$ 88,793	\$ 91,351	\$ 92,893	\$ 94,435	\$ 95,973	\$ 97,510	\$ 99,332
	Master's + 60/CAGS	\$ 92,142	\$ 94,700	\$ 96,242	\$ 97,784	\$ 99,322	\$ 100,859	\$ 102,681
	Doctorate	\$ 95,494	\$ 98,052	\$ 99,594	\$ 101,136	\$ 102,674	\$ 104,211	\$ 106,033
Early Childhood Specialist	Bachelor's	\$ 61,730	\$ 64,288	\$ 65,830	\$ 67,372	\$ 68,910	\$ 70,447	\$ 72,269
	Master's	\$ 66,421	\$ 68,979	\$ 70,521	\$ 72,063	\$ 73,600	\$ 75,138	\$ 76,960
	Master's + 15	\$ 67,256	\$ 69,814	\$ 71,356	\$ 72,898	\$ 74,436	\$ 75,973	\$ 77,795
	Master's + 30	\$ 70,104	\$ 72,662	\$ 74,204	\$ 75,746	\$ 77,283	\$ 78,821	\$ 80,643
	Master's + 60/CAGS	\$ 73,453	\$ 76,011	\$ 77,553	\$ 79,095	\$ 80,632	\$ 82,170	\$ 83,992
	Doctorate	\$ 76,805	\$ 79,363	\$ 80,905	\$ 82,447	\$ 83,984	\$ 85,522	\$ 87,344
Case Worker - Bridge Program	Bachelor's	\$ 61,278	\$ 63,836	\$ 65,378	\$ 66,919	\$ 68,457	\$ 69,994	\$ 71,817
	Master's	\$ 65,968	\$ 68,526	\$ 70,068	\$ 71,610	\$ 73,147	\$ 74,685	\$ 76,507
	Master's + 15	\$ 66,803	\$ 69,361	\$ 70,903	\$ 72,445	\$ 73,983	\$ 75,520	\$ 77,342
	Master's + 30	\$ 70,104	\$ 72,662	\$ 74,204	\$ 75,746	\$ 77,283	\$ 78,821	\$ 80,643
	Master's + 60/CAGS	\$ 73,453	\$ 76,011	\$ 77,553	\$ 79,095	\$ 80,632	\$ 82,170	\$ 83,992
	Doctorate	\$ 76,805	\$ 79,363	\$ 80,905	\$ 82,447	\$ 83,984	\$ 85,522	\$ 87,344

** Effective as of July 1, 2003, all newly hired or newly appointed School Psychologists and all incumbent School Psychologists who opted to work a 190 day school year shall be paid at the same level as the Evaluation Team Chairpersons and all incumbent School Psychologists as of July 1, 2003, who opted to continue to work a 180 day school year shall be paid at the same level as the Social Workers.

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2022 (2.5%)

Salary Classification	Degree Level	July 1, 2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
High School Dean	Bachelor's	\$ 133,716	\$ 136,338	\$ 137,918	\$ 139,499	\$ 141,074	\$ 142,650	\$ 144,518
	Master's	\$ 138,639	\$ 141,261	\$ 142,842	\$ 144,422	\$ 145,998	\$ 147,574	\$ 149,442
Director of Special Education	Master's + 15	\$ 139,491	\$ 142,113	\$ 143,693	\$ 145,274	\$ 146,850	\$ 148,426	\$ 150,293
	Master's + 30	\$ 142,394	\$ 145,015	\$ 146,596	\$ 148,177	\$ 149,752	\$ 151,328	\$ 153,196
	Master's + 60/CAGS	\$ 145,807	\$ 148,429	\$ 150,010	\$ 151,590	\$ 153,166	\$ 154,742	\$ 156,610
	Doctorate	\$ 149,224	\$ 151,846	\$ 153,427	\$ 155,007	\$ 156,583	\$ 158,159	\$ 160,027
High School Director of Curriculum, Instruction & Assessment	Bachelor's	\$ 120,295	\$ 122,917	\$ 124,497	\$ 126,078	\$ 127,654	\$ 129,230	\$ 131,097
	Master's	\$ 125,452	\$ 128,074	\$ 129,654	\$ 131,235	\$ 132,811	\$ 134,387	\$ 136,254
	Master's + 15	\$ 126,374	\$ 128,996	\$ 130,576	\$ 132,157	\$ 133,733	\$ 135,309	\$ 137,176
High School Coordinator of Student Support Services	Master's + 30	\$ 129,506	\$ 132,128	\$ 133,708	\$ 135,289	\$ 136,865	\$ 138,441	\$ 140,308
	Master's + 60/CAGS	\$ 133,188	\$ 135,809	\$ 137,390	\$ 138,970	\$ 140,546	\$ 142,122	\$ 143,990
	Doctorate	\$ 136,871	\$ 139,493	\$ 141,073	\$ 142,654	\$ 144,230	\$ 145,806	\$ 147,673
Director of Athletics and Physical Education	Bachelor's	\$ 116,639	\$ 119,261	\$ 120,842	\$ 122,422	\$ 123,998	\$ 125,574	\$ 127,442
Director of Educational Technologies and Media	Master's	\$ 121,419	\$ 124,041	\$ 125,621	\$ 127,202	\$ 128,778	\$ 130,354	\$ 132,221
Director of New Teacher Academy	Master's + 15	\$ 122,273	\$ 124,895	\$ 126,476	\$ 128,056	\$ 129,632	\$ 131,208	\$ 133,076
	Master's + 30	\$ 125,176	\$ 127,798	\$ 129,378	\$ 130,959	\$ 132,535	\$ 134,111	\$ 135,978
Coordinator of Extended Time Programs	Master's + 60/CAGS	\$ 128,590	\$ 131,212	\$ 132,792	\$ 134,373	\$ 135,949	\$ 137,524	\$ 139,392
Coordinator of Early Childhood	Doctorate	\$ 132,004	\$ 134,625	\$ 136,206	\$ 137,786	\$ 139,362	\$ 140,938	\$ 142,806
Title I Director Director of Adult Education (215) Director of Alternative Education (215) Director of Student Resource Center	Bachelor's	\$ 115,932	\$ 118,554	\$ 120,134	\$ 121,715	\$ 123,291	\$ 124,866	\$ 126,734
	Master's	\$ 120,711	\$ 123,333	\$ 124,914	\$ 126,494	\$ 128,070	\$ 129,646	\$ 131,514
	Master's + 15	\$ 121,564	\$ 124,186	\$ 125,767	\$ 127,347	\$ 128,923	\$ 130,499	\$ 132,367
	Master's + 30	\$ 124,467	\$ 127,089	\$ 128,669	\$ 130,250	\$ 131,826	\$ 133,402	\$ 135,269
	Master's + 60/CAGS	\$ 127,881	\$ 130,503	\$ 132,083	\$ 133,664	\$ 135,240	\$ 136,816	\$ 138,683
	Doctorate	\$ 131,295	\$ 133,916	\$ 135,497	\$ 137,078	\$ 138,653	\$ 140,229	\$ 142,097
Middle School Assistant Principal	Bachelor's	\$ 115,046	\$ 117,668	\$ 119,249	\$ 120,829	\$ 122,405	\$ 123,981	\$ 125,849
	Master's	\$ 119,977	\$ 122,599	\$ 124,179	\$ 125,760	\$ 127,336	\$ 128,912	\$ 130,779
High School House Dean	Master's + 15	\$ 120,859	\$ 123,480	\$ 125,061	\$ 126,641	\$ 128,217	\$ 129,793	\$ 131,661
	Master's + 30	\$ 123,853	\$ 126,475	\$ 128,055	\$ 129,636	\$ 131,212	\$ 132,788	\$ 134,655
Director of McDonough Freshman Academy	Master's + 60/CAGS	\$ 127,373	\$ 129,995	\$ 131,575	\$ 133,156	\$ 134,732	\$ 136,308	\$ 138,175
	Doctorate	\$ 130,895	\$ 133,516	\$ 135,097	\$ 136,677	\$ 138,253	\$ 139,829	\$ 141,697

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2022 (2.5%)

Salary Classification	Degree Level	July 1, 2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Department Chair (195)	Bachelor's	\$ 112,131	\$ 114,752	\$ 116,333	\$ 117,913	\$ 119,489	\$ 121,065	\$ 122,933
	Master's	\$ 116,935	\$ 119,557	\$ 121,138	\$ 122,718	\$ 124,294	\$ 125,870	\$ 127,738
	Master's + 15	\$ 117,794	\$ 120,416	\$ 121,997	\$ 123,577	\$ 125,153	\$ 126,729	\$ 128,597
	Master's + 30	\$ 120,712	\$ 123,334	\$ 124,915	\$ 126,495	\$ 128,071	\$ 129,647	\$ 131,515
	Master's + 60/CAGS	\$ 124,143	\$ 126,764	\$ 128,345	\$ 129,925	\$ 131,501	\$ 133,077	\$ 134,945
	Doctorate	\$ 127,574	\$ 130,196	\$ 131,777	\$ 133,357	\$ 134,933	\$ 136,509	\$ 138,377
Assistant Administrator of Special Education	Bachelor's	\$ 111,840	\$ 114,462	\$ 116,043	\$ 117,623	\$ 119,199	\$ 120,775	\$ 122,643
	Master's	\$ 116,620	\$ 119,242	\$ 120,822	\$ 122,403	\$ 123,979	\$ 125,555	\$ 127,422
	Master's + 15	\$ 117,473	\$ 120,095	\$ 121,675	\$ 123,256	\$ 124,832	\$ 126,408	\$ 128,275
	Master's + 30	\$ 120,375	\$ 122,997	\$ 124,578	\$ 126,158	\$ 127,734	\$ 129,310	\$ 131,178
	Master's + 60/CAGS	\$ 123,789	\$ 126,411	\$ 127,992	\$ 129,572	\$ 131,148	\$ 132,724	\$ 134,592
	Doctorate	\$ 127,205	\$ 129,826	\$ 131,407	\$ 132,987	\$ 134,563	\$ 136,139	\$ 138,007
Elementary School Assistant Principal	Bachelor's	\$ 111,298	\$ 113,920	\$ 115,500	\$ 117,081	\$ 118,657	\$ 120,233	\$ 122,100
	Master's	\$ 116,230	\$ 118,852	\$ 120,432	\$ 122,013	\$ 123,589	\$ 125,165	\$ 127,032
	Master's + 15	\$ 117,110	\$ 119,732	\$ 121,312	\$ 122,893	\$ 124,469	\$ 126,045	\$ 127,912
	Master's + 30	\$ 120,103	\$ 122,725	\$ 124,305	\$ 125,886	\$ 127,462	\$ 129,038	\$ 130,905
	Master's + 60/CAGS	\$ 123,626	\$ 126,248	\$ 127,828	\$ 129,409	\$ 130,985	\$ 132,561	\$ 134,428
	Doctorate	\$ 127,149	\$ 129,771	\$ 131,351	\$ 132,932	\$ 134,508	\$ 136,084	\$ 137,951
Coordinator of:	Bachelor's	\$ 110,614	\$ 113,236	\$ 114,816	\$ 116,397	\$ 117,973	\$ 119,549	\$ 121,416
Educational Television Programs	Master's	\$ 115,392	\$ 118,014	\$ 119,595	\$ 121,175	\$ 122,751	\$ 124,327	\$ 126,195
Guidance	Master's + 15	\$ 116,248	\$ 118,870	\$ 120,451	\$ 122,031	\$ 123,607	\$ 125,183	\$ 127,051
Mathematics (K-12)	Master's + 30	\$ 119,149	\$ 121,771	\$ 123,352	\$ 124,932	\$ 126,508	\$ 128,084	\$ 129,952
Reading & Language Arts (K-12)	Master's + 60/CAGS	\$ 122,563	\$ 125,185	\$ 126,766	\$ 128,346	\$ 129,922	\$ 131,498	\$ 133,366
Research, Testing & Assessment	Doctorate	\$ 125,975	\$ 128,597	\$ 130,178	\$ 131,758	\$ 133,334	\$ 134,910	\$ 136,778
Parent Information Center								
Professional Development								
School Improvement & Accountability								
Services for English Language Learners								
Induction Programs								
Special Programs								
	School Safety							
	Family Resource Center							
	Mathematics (Pre-K - 4)	English Language Arts & Literacy (Pre-K - 4)						
	Mathematics (5 - 12)	English Language Arts & Literacy (5 - 12)						
	Science/Social Studies (Pre-K - 12)	English Language Learner Programs						

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2022 (2.5%)

Salary Classification	Degree Level	July 1, 2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Director of Adult Education (200 Days)	Bachelor's	\$ 122,751	\$ 125,618	\$ 127,322	\$ 129,026	\$ 130,725	\$ 132,424	\$ 134,291
	Master's	\$ 128,093	\$ 130,960	\$ 132,664	\$ 134,368	\$ 136,067	\$ 137,765	\$ 139,633
	Master's + 15	\$ 129,047	\$ 131,915	\$ 133,619	\$ 135,323	\$ 137,021	\$ 138,720	\$ 140,588
	Master's + 30	\$ 132,290	\$ 135,158	\$ 136,862	\$ 138,566	\$ 140,264	\$ 141,963	\$ 143,831
	Master's + 60/CAGS	\$ 136,103	\$ 138,971	\$ 140,674	\$ 142,378	\$ 144,077	\$ 145,776	\$ 147,643
	Doctorate	\$ 139,917	\$ 142,785	\$ 144,489	\$ 146,192	\$ 147,891	\$ 149,590	\$ 151,458
Alternative School Coordinator (190 / 195) Coordinator of Social and Emotional Learning	Bachelor's	\$ 108,457	\$ 111,079	\$ 112,659	\$ 114,240	\$ 115,816	\$ 117,392	\$ 119,259
	Master's	\$ 113,263	\$ 115,885	\$ 117,465	\$ 119,046	\$ 120,622	\$ 122,198	\$ 124,065
	Master's + 15	\$ 114,121	\$ 116,742	\$ 118,323	\$ 119,904	\$ 121,479	\$ 123,055	\$ 124,923
	Master's + 30	\$ 117,038	\$ 119,660	\$ 121,241	\$ 122,821	\$ 124,397	\$ 125,973	\$ 127,841
	Master's + 60/CAGS	\$ 120,470	\$ 123,092	\$ 124,673	\$ 126,253	\$ 127,829	\$ 129,405	\$ 131,273
	Doctorate	\$ 123,900	\$ 126,522	\$ 128,103	\$ 129,683	\$ 131,259	\$ 132,835	\$ 134,703
Specialist for: ELL Research & Testing Community Outreach & Support of ELL Lowell High School Testing and Assessment Coordinator	Bachelor's	\$ 100,716	\$ 103,338	\$ 104,918	\$ 106,499	\$ 108,075	\$ 109,651	\$ 111,518
	Master's	\$ 105,497	\$ 108,119	\$ 109,699	\$ 111,280	\$ 112,856	\$ 114,432	\$ 116,299
	Master's + 15	\$ 106,350	\$ 108,972	\$ 110,552	\$ 112,133	\$ 113,709	\$ 115,285	\$ 117,152
	Master's + 30	\$ 109,251	\$ 111,873	\$ 113,454	\$ 115,034	\$ 116,610	\$ 118,186	\$ 120,054
	Master's + 60/CAGS	\$ 112,668	\$ 115,290	\$ 116,870	\$ 118,451	\$ 120,027	\$ 121,603	\$ 123,470
	Doctorate	\$ 116,082	\$ 118,704	\$ 120,284	\$ 121,865	\$ 123,441	\$ 125,017	\$ 126,884
Crisis Intervention Specialist Board-Certified Behavior Specialist	Bachelor's	\$ 96,749	\$ 99,371	\$ 100,952	\$ 102,532	\$ 104,108	\$ 105,684	\$ 107,552
	Master's	\$ 101,823	\$ 104,445	\$ 106,026	\$ 107,606	\$ 109,182	\$ 110,758	\$ 112,626
	Master's + 15	\$ 102,729	\$ 105,350	\$ 106,931	\$ 108,512	\$ 110,087	\$ 111,663	\$ 113,531
	Master's + 30	\$ 105,806	\$ 108,428	\$ 110,009	\$ 111,589	\$ 113,165	\$ 114,741	\$ 116,609
	Master's + 60/CAGS	\$ 109,431	\$ 112,053	\$ 113,633	\$ 115,214	\$ 116,790	\$ 118,366	\$ 120,233
	Doctorate	\$ 113,054	\$ 115,676	\$ 117,256	\$ 118,837	\$ 120,413	\$ 121,989	\$ 123,856
Evaluation Team Chairperson School Psychologist **	Bachelor's	\$ 94,998	\$ 97,620	\$ 99,201	\$ 100,781	\$ 102,357	\$ 103,933	\$ 105,801
	Master's	\$ 100,071	\$ 102,693	\$ 104,273	\$ 105,854	\$ 107,430	\$ 109,006	\$ 110,873
	Master's + 15	\$ 100,976	\$ 103,598	\$ 105,179	\$ 106,759	\$ 108,335	\$ 109,911	\$ 111,779
	Master's + 30	\$ 104,057	\$ 106,679	\$ 108,259	\$ 109,840	\$ 111,416	\$ 112,992	\$ 114,859
	Master's + 60/CAGS	\$ 107,678	\$ 110,300	\$ 111,881	\$ 113,461	\$ 115,037	\$ 116,613	\$ 118,481
	Doctorate	\$ 111,303	\$ 113,925	\$ 115,505	\$ 117,086	\$ 118,662	\$ 120,238	\$ 122,105

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2022 (2.5%)

Salary Classification	Degree Level	July 1, 2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
District Support Specialist	Bachelor's	\$ 94,859	\$ 97,481	\$ 99,061	\$ 100,642	\$ 102,218	\$ 103,794	\$ 105,661
Assistant Early Childhood Coordinator	Master's	\$ 99,932	\$ 102,554	\$ 104,135	\$ 105,715	\$ 107,291	\$ 108,867	\$ 110,735
Student Support Services Specialist / LHS	Master's + 15	\$ 100,836	\$ 103,458	\$ 105,038	\$ 106,619	\$ 108,195	\$ 109,771	\$ 111,638
Discipline and Operations Specialist / LHS	Master's + 30	\$ 103,916	\$ 106,538	\$ 108,118	\$ 109,699	\$ 111,275	\$ 112,850	\$ 114,718
McDonough Freshman Academy Student Support Services Specialist	Master's + 60/CAGS	\$ 107,538	\$ 110,160	\$ 111,741	\$ 113,321	\$ 114,897	\$ 116,473	\$ 118,341
	Doctorate	\$ 111,164	\$ 113,786	\$ 115,366	\$ 116,947	\$ 118,523	\$ 120,099	\$ 121,966
Teaching Principal	Bachelor's	\$ 91,196	\$ 93,817	\$ 95,398	\$ 96,979	\$ 98,554	\$ 100,130	\$ 101,998
	Master's	\$ 96,002	\$ 98,624	\$ 100,204	\$ 101,785	\$ 103,361	\$ 104,937	\$ 106,804
	Master's + 15	\$ 96,860	\$ 99,482	\$ 101,062	\$ 102,643	\$ 104,218	\$ 105,794	\$ 107,662
	Master's + 30	\$ 100,242	\$ 102,863	\$ 104,444	\$ 106,025	\$ 107,600	\$ 109,176	\$ 111,044
	Master's + 60/CAGS	\$ 103,213	\$ 105,834	\$ 107,415	\$ 108,996	\$ 110,571	\$ 112,147	\$ 114,015
	Doctorate	\$ 106,644	\$ 109,266	\$ 110,846	\$ 112,427	\$ 114,003	\$ 115,579	\$ 117,446
Social Worker	Bachelor's	\$ 90,063	\$ 92,685	\$ 94,265	\$ 95,846	\$ 97,422	\$ 98,998	\$ 100,865
	Master's	\$ 94,870	\$ 97,492	\$ 99,073	\$ 100,653	\$ 102,229	\$ 103,805	\$ 105,673
School Psychologist **	Master's + 15	\$ 95,728	\$ 98,350	\$ 99,931	\$ 101,511	\$ 103,087	\$ 104,663	\$ 106,531
	Master's + 30	\$ 98,647	\$ 101,269	\$ 102,849	\$ 104,430	\$ 106,006	\$ 107,582	\$ 109,449
	Master's + 60/CAGS	\$ 102,080	\$ 104,702	\$ 106,282	\$ 107,863	\$ 109,439	\$ 111,015	\$ 112,882
	Doctorate	\$ 105,513	\$ 108,134	\$ 109,715	\$ 111,295	\$ 112,871	\$ 114,447	\$ 116,315
Guidance Counselor	Bachelor's	\$ 90,038	\$ 92,660	\$ 94,241	\$ 95,821	\$ 97,397	\$ 98,973	\$ 100,841
	Master's	\$ 94,843	\$ 97,465	\$ 99,046	\$ 100,626	\$ 102,202	\$ 103,778	\$ 105,646
Behavior Specialist	Master's + 15	\$ 95,701	\$ 98,323	\$ 99,903	\$ 101,484	\$ 103,060	\$ 104,635	\$ 106,503
	Master's + 30	\$ 98,619	\$ 101,240	\$ 102,821	\$ 104,401	\$ 105,977	\$ 107,553	\$ 109,421
	Master's + 60/CAGS	\$ 102,050	\$ 104,672	\$ 106,253	\$ 107,833	\$ 109,409	\$ 110,985	\$ 112,853
	Doctorate	\$ 105,482	\$ 108,104	\$ 109,685	\$ 111,265	\$ 112,841	\$ 114,417	\$ 116,285
Instructional Specialist	Bachelor's	\$ 89,905	\$ 92,527	\$ 94,108	\$ 95,688	\$ 97,264	\$ 98,840	\$ 100,708
Literacy Specialist	Master's	\$ 94,712	\$ 97,334	\$ 98,914	\$ 100,495	\$ 102,070	\$ 103,646	\$ 105,514
Reading Specialist	Master's + 15	\$ 95,568	\$ 98,190	\$ 99,770	\$ 101,351	\$ 102,927	\$ 104,503	\$ 106,370
Management Information Specialist	Master's + 30	\$ 98,486	\$ 101,107	\$ 102,688	\$ 104,268	\$ 105,844	\$ 107,420	\$ 109,288
Mathematics Specialist	Master's + 60/CAGS	\$ 101,917	\$ 104,539	\$ 106,120	\$ 107,700	\$ 109,276	\$ 110,852	\$ 112,720
	Doctorate	\$ 105,352	\$ 107,974	\$ 109,555	\$ 111,135	\$ 112,711	\$ 114,287	\$ 116,155

LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
SALARY SCHEDULE
JULY 1, 2022 (2.5%)

Salary Classification	Degree Level	July 1, 2022	11 - 15 Years of Service	16 - 20 Years of Service	21 - 25 Years of Service	26 - 30 Years of Service	31 - 35 Years of Service	36 + Years of Service
Library Media Specialist	Bachelor's	\$ 83,550	\$ 86,172	\$ 87,752	\$ 89,333	\$ 90,909	\$ 92,485	\$ 94,352
	Master's	\$ 88,355	\$ 90,977	\$ 92,557	\$ 94,138	\$ 95,713	\$ 97,289	\$ 99,157
	Master's + 15	\$ 89,214	\$ 91,836	\$ 93,416	\$ 94,997	\$ 96,573	\$ 98,149	\$ 100,016
	Master's + 30	\$ 92,133	\$ 94,755	\$ 96,335	\$ 97,916	\$ 99,491	\$ 101,067	\$ 102,935
	Master's + 60/CAGS	\$ 95,630	\$ 98,252	\$ 99,832	\$ 101,413	\$ 102,989	\$ 104,564	\$ 106,432
	Doctorate	\$ 99,164	\$ 101,786	\$ 103,366	\$ 104,947	\$ 106,523	\$ 108,099	\$ 109,966
Attendance Officer Early Childhood Coach and Program Developer	Bachelor's	\$ 82,431	\$ 85,052	\$ 86,633	\$ 88,213	\$ 89,789	\$ 91,365	\$ 93,233
	Master's	\$ 87,238	\$ 89,860	\$ 91,441	\$ 93,021	\$ 94,597	\$ 96,173	\$ 98,041
	Master's + 15	\$ 88,095	\$ 90,716	\$ 92,297	\$ 93,878	\$ 95,453	\$ 97,029	\$ 98,897
	Master's + 30	\$ 91,013	\$ 93,635	\$ 95,216	\$ 96,796	\$ 98,372	\$ 99,948	\$ 101,816
	Master's + 60/CAGS	\$ 94,446	\$ 97,068	\$ 98,648	\$ 100,229	\$ 101,805	\$ 103,381	\$ 105,248
	Doctorate	\$ 97,882	\$ 100,504	\$ 102,084	\$ 103,665	\$ 105,241	\$ 106,817	\$ 108,684
Early Childhood Specialist	Bachelor's	\$ 63,274	\$ 65,895	\$ 67,476	\$ 69,056	\$ 70,632	\$ 72,208	\$ 74,076
	Master's	\$ 68,081	\$ 70,703	\$ 72,284	\$ 73,864	\$ 75,440	\$ 77,016	\$ 78,884
	Master's + 15	\$ 68,938	\$ 71,559	\$ 73,140	\$ 74,721	\$ 76,296	\$ 77,872	\$ 79,740
	Master's + 30	\$ 71,856	\$ 74,478	\$ 76,059	\$ 77,639	\$ 79,215	\$ 80,791	\$ 82,659
	Master's + 60/CAGS	\$ 75,289	\$ 77,911	\$ 79,491	\$ 81,072	\$ 82,648	\$ 84,224	\$ 86,091
	Doctorate	\$ 78,725	\$ 81,347	\$ 82,927	\$ 84,508	\$ 86,084	\$ 87,660	\$ 89,527
Case Worker - Bridge Program	Bachelor's	\$ 62,810	\$ 65,431	\$ 67,012	\$ 68,592	\$ 70,168	\$ 71,744	\$ 73,612
	Master's	\$ 67,617	\$ 70,239	\$ 71,820	\$ 73,400	\$ 74,976	\$ 76,552	\$ 78,420
	Master's + 15	\$ 68,474	\$ 71,095	\$ 72,676	\$ 74,256	\$ 75,832	\$ 77,408	\$ 79,276
	Master's + 30	\$ 71,856	\$ 74,478	\$ 76,059	\$ 77,639	\$ 79,215	\$ 80,791	\$ 82,659
	Master's + 60/CAGS	\$ 75,289	\$ 77,911	\$ 79,491	\$ 81,072	\$ 82,648	\$ 84,224	\$ 86,091
	Doctorate	\$ 78,725	\$ 81,347	\$ 82,927	\$ 84,508	\$ 86,084	\$ 87,660	\$ 89,527

** Effective as of July 1, 2003, all newly hired or newly appointed School Psychologists and all incumbent School Psychologists who opted to work a 190 day school year shall be paid at the same level as the Evaluation Team Chairpersons and all incumbent School Psychologists as of July 1, 2003, who opted to continue to work a 180 day school year shall be paid at the same level as the Social Workers.

APPENDIX B

Case No. UB _____

GRIEVANCE REPORT FORM
(complete where applicable – submit in triplicate)
If more space needed use reverse side.

- A. Date grievance occurred and brief description thereof: _____
Signed _____
Grievant or Chairman of
Organization Grievance Committee
- B. Level One: Date of written presentation to immediate superior _____
Disposition: _____
Signed _____
Immediate Superior
Signed _____
Grievant or Chairman of
Organization Grievance Committee
- C. Level Two: Date of Referral to Supt. of Schools _____
Disposition: _____
Signed _____
Supt. or Designee
Signed _____
Grievant or Chairman of
Organization Grievance Committee
- D. Level Three: Date of written referral to School Committee _____
Date of School Committee meeting with
Organization Grievance Committee _____
Disposition: _____
Signed _____
Signed _____
Chairman Organization Grievance
Committee
- E. Level Four: Date written grievance referred to arbitration _____
Signed _____
Grievant or Chairman of Organization
Grievance Committee
- F. Date of Arbitration Hearing _____
Disposition _____
Date Arbitrator's Decision Received _____
Action on Arbitrator's Decision and date thereof _____
Signed _____
Superintendent of Schools (Copy of Arbitrator's Decision attached)

APPENDIX C

FISCAL YEAR 1991 BASE SALARY ADJUSTMENT AGREEMENT

In view of the unprecedented financial constraints faced by the School Committee for the remainder of fiscal year 1991 and in consideration of the School Committee's agreement not to lay off or otherwise reduce in rank or status any members of Unit B during the remainder of fiscal year 1991, the Association, acting subject to ratification by its members, hereby accepts the School Committee's proposal that the base salary of the members of Unit B for the remainder of 1991 be adjusted downward by three (3) days pay. As used herein, base salary shall mean the annual salary specified in the collective bargaining agreement for each administrator's position as of the day prior to the date of execution of this agreement including advanced study or degree increments, but shall not include longevity pay and all other elements of compensation. The downward adjustment of three (3) days pay shall be subject to the following conditions:

1. The base salary adjustment for fiscal year 1991 shall not be implemented in the case of any member of Unit B who submits in writing to the Superintendent's Office on or before May 15, 1991 a declaration of intent to retire on or before June 30, 1994. All of the members of Unit B who do not submit such a declaration of intent to retire on or before May 15, 1991 shall hereinafter be referred to as the "participating administrators."
2. The computation of each day's pay by which each participating administrator's base salary for fiscal year 1991 shall be adjusted downward shall be based upon a fraction, the denominator of which shall be the number of days in each such administrator's current work year – for example, 1/180, 1/190 or 1/200.
3. The downward adjustment of the three days pay for fiscal year 1991 will be spread out in equal amounts over each participating administrator's remaining paychecks for fiscal year 1991.
4. Effective July 1, 1991, each participating administrator's base salary, including advanced study or degree increments, shall be restored to the full negotiated level that was in effect as of the day prior to the date of execution of this agreement.
5. It is not the intent of this salary reduction agreement to adversely affect the retirement computation base for any participating administrator and the School Committee shall take all available steps to achieve this objective. However, it is

recognized that the final answer to such questions will be governed by the applicable state law.

6. The computation of the payments that are hereinafter provided for in paragraphs 7 – 10 shall be based upon the then-current salary level of the position that each participating administrator holds as of the date of execution of this agreement irrespective of whether or not the administrator is still employed in that position at the time of the payment. If the administrator's position as of the date of execution of this agreement is no longer in existence at the time of the payment pursuant to either paragraph 7, 8, 9 or 10, then the amount of his/her payment shall be computed on the basis of the most nearly comparable Unit B position that is in existence at that time.
7. Any participating administrator who retires or whose employment is terminated for any reason, whether voluntary or involuntary, on or before August 31, 1991, shall receive three (3) days pay which shall be in consideration of the aforesaid downward adjustment for fiscal year 1991.
8. Any participating administrator who retires or whose employment is terminated for any reason, whether voluntary or involuntary, at any time between September 1, 1991 and August 31, 1992 shall receive four (4) days pay which shall be in consideration of the aforesaid downward adjustment for fiscal year 1991.
9. Any participating administrator who retires or whose employment is terminated for any reason, whether voluntary or involuntary, at any time after September 1, 1992 shall receive five (5) days pay which shall be in consideration of the aforesaid downward adjustment for fiscal year 1991.
10. In the event of the death of any participating administrator during any of the time periods specified in paragraphs 7, 8 and 9, the payment to which he/she would have been entitled shall be made to his/her spouse, designated beneficiary or estate in that order.
11. The payments that are provided for in paragraphs 7, 8, 9 and 10 shall be included in each participating administrator's final paycheck.
12. Any Administrator who so notifies the Superintendent's Office by May 15, 1991 of his/her election of this option may elect to be credited with three (3) additional personal days in lieu of the aforesaid payment. Such additional personal leave

days shall be subject to approval in accordance with the current contract language regarding personal days and shall expire upon their use. The only exception to this shall be that no more than one (1) of these additional personal days may be used during the 1991 – 1992 school year. These personal leave days are not intended to increase the number of annual personal days that are provided for in the current collective bargaining agreement except as set forth herein.

13. The foregoing agreements and obligations by and on the part of the School Committee which have been given in consideration of the Association's acceptance of the School Committee's proposal for the downward adjustment of three days pay for fiscal year 1991 shall, except for the no lay-off agreement for fiscal year 1991, be permanent and irrevocable and shall not be subject to modification any time in the future by agreement of the parties or otherwise. Any disputes that may arise regarding this agreement shall be subject to resolution pursuant to the grievance and arbitration procedure of the then applicable collective bargaining agreement.

APPENDIX E

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF LOWELL
AND
THE M.G.L. c. 32B, § 19 LOWELL PUBLIC EMPLOYEE COMMITTEE
TO PROVIDE HEALTH INSURANCE THROUGH
THE GROUP INSURANCE COMMISSION PURSUANT TO M.G.L. c. 32B, §19
(July 1, 2020 through June 30, 2022)**

WHEREAS, the CITY, by a vote of its City Council in December 2011, elected to change health insurance benefits pursuant to the three year acceptance of M.G.L. c. 32B, §19 as amended by Chapter 69 of the Acts of 2011 and as detailed in this Agreement, for the purpose of implementing changes in health insurance benefits it provides to its subscribers including transferring said subscribers to the Commonwealth's Group Insurance Commission ("GIC") pursuant to M.G.L. c. 32B, §19; and

WHEREAS, the CITY of LOWELL, including the LOWELL Public Schools ("CITY"), currently provides health insurance benefits to its subscribers pursuant to M.G.L. c. 32B, §19; and

WHEREAS, the CITY, through its CITY Manager, and the Public Employee Committee ("PEC") are entering into this written agreement to keep the CITY's subscribers in the GIC pursuant to M.G.L. c. 32B, §19 effective July 1, 2020 through June 30, 2022 ("2020-2022 Agreement");

NOW THEREFORE, the CITY and the PEC agree as follows:

Purpose of Agreement

1. The purpose of this 2020-2022 Agreement is to continue the City's participation in the GIC health insurance plans pursuant to the two year acceptance of M.G.L. c. 32B, § 19 as detailed in this Agreement. Accordingly, the PEC agrees that the CITY will continue to participate in the GIC pursuant to M.G.L. c. 32B, §19.

Continued Acceptance of Section 19 by the City

2. Upon execution of this MOA by a minimum of the statutorily required parties, the City and the PEC agree to continue participation in the GIC until the expiration of this agreement.

Continuation of the GIC

3. The CITY and PEC agree to continue with providing health benefits to all current and future benefit eligible subscribers for the duration of this agreement.
 - A. The CITY and PEC agree that, in the event that the GIC eliminates any health insurance plans that are currently being offered to subscribers at any point after the execution of this

Agreement, the CITY agrees that it will meet with the PEC in order to discuss any such elimination. Such discussions may include, but may not be limited to, discussions regarding the mitigation of any increased costs incurred by subscribers whose plans were eliminated by the GIC. Nothing in this paragraph shall obligate the City to agree to any proposal that the PEC may make during the meetings and discussions.

4. For the duration of this agreement, premium contributions of the monthly premium rates established by the GIC for all subscribers under the GIC shall be as follows:

Indemnity Plans (Medicare and Non-Medicare Plans) 75% CITY/25% Subscriber

PPO's and POS (Medicare and Non-Medicare Plans) 75% CITY/25% Subscriber

HMO's (Medicare and Non-Medicare Plans) 75% CITY/25% Subscriber

Mitigation Plan

5. The City agrees to contribute \$250,000 in the first year (FY2021) to the established "Employee Health Care Mitigation Fund" (EHMF) and \$125,000 in the second year (FY2022) to the EHMF. As of June 30, 2022, the City will no longer contribute any funding to the EHMF.

The CITY and the PEC agree that nothing in this agreement shall preclude the PEC from supplementing the funding in the EHMF using the funds in the Health Benefits Trust ("HBT"). At any time during the life of this agreement, the PEC may submit a written request to the City Manager to transfer funds from the HBT into the EHMF so long as said transfer does not exceed the available balance of the HBT at the time of the transfer.

6. The City shall contribute 50% of the administrative costs of the third-party administrator jointly selected by the parties. The PEC will pay the balance of the 50% of the administrative costs. As of June 30, 2022, the CITY will no longer pay any portion of the administrative costs for this program.
7. A \$10 monthly premium subsidy shall be provided to each retiree and survivor subscriber for the period of July 1, 2020 through June 30, 2022 or as determined by the PEC during the life of this agreement or beyond. The CITY and the PEC agree that the total annual amount of the subsidy will be funded by the EHMF. The monthly premium subsidy shall be in the form of a premium reduction administered by the CITY. The PEC shall provide written notice the CITY before June 1st of any year, in order for it to take effect the following July 1st. Said notice shall bear the signature of the PEC and be sent to the City Manager, HR Director, and City Solicitor. The CITY and PEC shall meet annually to review the number of retirees enrolled in the GIC offered plans and the amount of the monthly subsidy.
8. The established HRA shall be for all plan subscribers and shall reimburse actual out-of-pocket cost for the following covered services. The parties agree that the HRA design and parameters may be modified by mutual agreement.

Outpatient Surgery Copayments - up to \$250 per occurrence

Inpatient Hospital Admission Copayments — up to \$1,500 per occurrence

High Tech Imaging Copayments - up to \$100 per occurrence

Emergency Room Copayments- if transported by ambulance the subscriber shall be eligible for full co-pay reimbursement

In the event that any one member or family has out-of-pocket costs, exclusive of deductible costs, for covered services, that are not reimbursed by the HRA, that exceed \$900 per individual and \$1,800 per family, the HRA will provide reimbursement of 100% of the costs over \$900/\$1,800 per calendar year up to a maximum of \$5,000 for an individual and \$10,000 for a family plan per calendar year. Annual deductible shall be excluded as eligible for reimbursement. Prescription medications will be included in the Out of Pocket Maximum

In the event that the GIC implements any increases to the above referenced co-payments, the HRA reimbursement shall be adjusted proportionately.

9. The CITY and PEC agree to meet annually with the HRA administrator to discuss ongoing usage, funding, and to review ongoing status of the HRA. The parties will make any necessary changes to the HRA structure to ensure IRS compliance. Should the funds in the EHMF not be fully expended as of June 30, 2022 the City will have no obligation to pay any further administrative cost or expense related to the administration of the fund and/or disbursement of the fund balance.

Waiting/Hiatus Period

10. Waiting/Hiatus Period

New employees of the CITY are eligible to enroll in health insurance offered by the GIC in accordance 805 CMR 9.01. Therefore, in accordance 805 CMR 9.01(3), new employees of the CITY are eligible to enroll in health insurance offered through the GIC within 10 calendar days of the first date of employment with the CITY. GIC health insurance benefits begin on the first day of the month following sixty (60) days or two (2) full calendar months of employment, whichever is less. The period between the date of employment and the effective date of coverage pursuant to 805 CMR. 9.01(3) are hereinafter referred to as the "Waiting/Hiatus Period."

11. Waiting/Hiatus Period Stipend

During the "Waiting/Hiatus Period," the CITY shall pay a stipend ("Waiting/Hiatus Period Stipend") to those "re-hired" (former employees who experienced a reduction in workforce or due to leave for military service) employees who have notified the CITY within 10 calendar days of employment that they have chosen to enroll in one of the health insurance plans through the GIC. The amount of the "Waiting/Hiatus Period Stipend" will be equal to the employee's portion, up to a maximum of 75%, of the premium or cost for whichever plan

the employee has chosen to enroll. To receive the "Hiatus Period Stipend", the employee must show both proof of other health insurance coverage during the "Waiting/Hiatus Period," (e.g., COBRA or other alternative health insurance plan). If the employee's payment for the other health insurance is an amount that is less than the dollar equivalent of the 75% referred to in the preceding sentence the employee shall only receive the reduced amount from the City.

Newly enrolled employees/subscribers who cancel their GIC coverage within sixty (60) days of the effective date of the GIC coverage shall return the "Waiting/Hiatus Period Stipend" in its entirety to the CITY.

12. GIC Retroactive Effective Date of Coverage

Subscribers may request retroactive coverage from the GIC in accordance with 805 CMR 9.01(4). Therefore, if a subscriber incurs a medical expense(s) during the "Waiting/Hiatus Period" that in sum exceeds the full-cost health insurance premium of the GIC's elected plan for the "Waiting/Hiatus Period", the subscriber may file a written request to the GIC for approval of health coverage to become effective on the first day of employment. Upon approval by the GIC, coverage shall take effect as of the first day of employment. In this event, the CITY shall submit the full-cost health insurance premium for the "Waiting/Hiatus Period" to the GIC in a timely manner. The employee shall reimburse the CITY for the premium and any "Waiting/Hiatus Period Stipend" amount already received through normal payroll deductions.

- a. The provisions of subparagraphs (a), (b) and (c) shall expire if and when the GIC eliminates the "Waiting/Hiatus Period".

Health Coverage After June 30, 2022

13. The City and the PEC agree to participate in good faith bargaining as a result of any health plan changes associated with the Patient Protection and Affordable Care Act (PPACA).
14. The CITY Manager, or his/her designee, and the PEC shall commence negotiations for a successor agreement no later than March 1, 2021. The CITY and PEC agree to consider options outside of the GIC including entertaining bids from commercial insurance carriers for the CITY's health coverage. Negotiations shall include, but not be limited to, premium contributions and continuation of the HRA. To facilitate negotiations, the CITY shall request specific utilization and claims data from the GIC pursuant to GIC CMR 8.05, Paragraph (29), § *a & b* which shall be made available for examination by the PEC.
15. Notwithstanding any other provision of this Agreement, should the CITY Manager, or his/her designee, and the PEC not ratify a successor agreement by December 1, 2021 the parties agree that execution of this written PEC AGREEMENT constitutes both a vote by the PEC to enter into a Section 19 agreement as well as a vote by the PEC to revoke Section 19 upon this PEC AGREEMENT's expiration on June 30, 2022. Therefore, Section 19 shall be deemed revoked on June 30, 2022, and said revocation shall not require a subsequent agreement between the City and the PEC or subsequent vote by the City Council and approval by the Manager. If it is later determined that a distinct vote by the

City Council and approval of the Manager is required to revoke Section 19 then this PEC AGREEMENT shall be deemed to be support, approval and agreement by the City and the PEC for the revocation of Section 19.

16. When this PEC AGREEMENT expires and Section 19 is revoked pursuant to paragraph #15, above, the PEC will be dissolved and the City of Lowell and the Lowell Public Schools shall, unless otherwise agreed to by any and all bargaining units, negotiate with each bargaining unit individually with respect to health insurance coverage. Said negotiations, and any available health insurance coverage, shall be in accordance with M.G.L. c. 150E and/or M.G.L. c. 32B and/or any other applicable law regarding public employee health insurance. Nothing in this provision shall, upon the expiration or termination of the Section 19 Agreement, preclude the City from adopting Sections 21-23.

Section 19 Supersedes Collective Bargaining Agreements

17. Any and all provisions of any collective bargaining agreement relative to health insurance, between the City, the Lowell School Committee and any of the bargaining units who are signatories to this MOA shall be superseded by the PEC agreement, as it is the parties understanding that all health insurance matters will hereafter be subject to the provisions and procedures of Section 19 and decisions made between the City and the PEC shall determine said matters, which are therefore not a proper subject of bargaining for individual bargaining units. Notwithstanding the aforementioned, dental benefits related to any individual union negotiated between the City and each of the collective bargaining units pursuant to M.G.L. c. 150E.

Severability Clause

18. If any provision or portion of this "2020-2022 Agreement" is found to be unenforceable or unlawful, the remaining provisions or portions shall remain binding.

Scope & Modification

19. This "2020-2022 Agreement" shall constitute the whole of the Agreement between the CITY and the PEC. The Agreement may be modified only by a written agreement approved in the same manner as the original Agreement.

Employee Portion of EHMf

20. The PEC will determine the expenditure of the balance, if any, of the EHMf after June 30, 2022 in a manner that is not inconsistent with the law. It is agreed that the City shall have no obligation for administrative or other costs relative to the EHMf for any period after June 30, 2022.






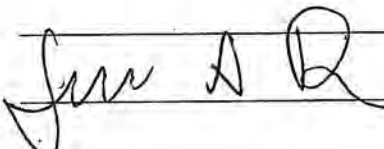
Authorization to Sign Agreement

21. Each signatory to this "2020-2022 Agreement" is authorized to bind the entity he/she represents. The PEC represents that it has the authorization and approval of a majority of the weighted votes of the PEC and that this Agreement is binding on all subscribers and their representatives.

The CITY of LOWELL and its CITY Manager


Eileen Donoghue, City Manager

The CITY of LOWELL and its Public Employee Committee

 (Chair)	
	Thomas Gordon
Patricia Heald-Johnson	
Andy LeCours	
	
Tom Donohue (HUMANIT I)	
	
Thomas O'Hara	
	
Jim A. R. (HUMANIT 2P)	

11/20/19