

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

Length of Contract 3 Years

Salary Increase:

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

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

Study Groups:

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

Evaluations:

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

Holiday Pay:

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

Signed in the City of Lowell on this 20th day of October 2021.

LOWELL SCHOOL COMMITTEE

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

UNITED TEACHERS OF LOWELL

[Handwritten signature]

[Handwritten signature]

MEMORANDUM OF AGREEMENT

This AGREEMENT (hereinafter "the Agreement") is being entered into by and between the Lowell School Committee (hereinafter, "the School Committee") and the United Teachers of Lowell (hereinafter, "Union").

WHEREAS, the Union and the School Committee are parties to the Collective Bargaining Agreement (hereinafter, "the Contract");

WHEREAS, the School Committee and the Union have negotiated in good faith over job descriptions for paraprofessionals, senior custodians, and junior custodians.

NOW THEREFORE, the School Committee and the Union hereby agree to adopt said job descriptions.

IN WITNESS WHEREOF, all parties have set their hand and seal to this Agreement as of the dates indicated below.

LOWELL SCHOOL COMMITTEE

Jeannine M. Durkin

By Acting Superintendent Jeannine M. Durkin
Duly Authorized Representative of the School Committee
Per vote of the Lowell School Committee on 6/7/2018

UNITED TEACHERS OF LOWELL

Paul Georges

By PAUL GEORGES, President

Date: 8/21/2018

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS

Senior Custodian
School Building

QUALIFICATIONS:

1. Ability to communicate in both spoken and written English.
2. Ability to lift 50 pounds.
3. Ability to operate equipment used in and outside the building such as cleaning equipment, snow blowers and lawn mowers.

PERFORMANCE RESPONSIBILITIES:

1. Clean assigned facilities and or/ grounds.
2. Supervises junior custodians, if any assigned to senior custodian's building.
3. Reports to principal.
4. Responds to immediate safety and/or operational concerns for the purpose of taking appropriate action or notifying appropriate personnel for resolution.
5. Responds to inquiries from staff, students, parents, and/or visitors for the purpose of providing information.
6. Supports District Facility Manager and City Maintenance staff for the purpose of completing site custodial/maintenance needs.
7. Assists and advises principal in designating work times of other custodians.
8. Removes trash from classrooms and hallways from breakfast in the classroom for ½ hour, and cleans the cafeteria including washing walls, floors and windows for 1 hour after the lunch period.
9. Stationed in the cafeteria during lunch periods and mops up spills, assists the cafeteria personnel, responds to safety concerns, and removes trash between lunch periods.
10. Replenishes classroom and rest room supplies as needed.
11. Performs summer maintenance (e.g. strip/wax floors, moves furniture and fixtures as needed).
12. Prepares building for the purpose of ensuring facilities are operational and hazard free.
13. Cleans restrooms and cleans and disinfects floors, sinks, mirrors, toilet bowls, baseboards, and light fixtures.
14. Cleans locker rooms, classrooms, hallways, entryways, utility rooms, gym and offices.
15. Cleans windows as needed.
16. Spot cleans walled surfaces as needed.
17. Cleans and disinfects lockers as needed.

REPORTS TO: Building Principal and Facility Manager

WORKYEAR: 12 month position 260 days

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS

Junior Custodian
School Building

QUALIFICATIONS:

1. Ability to communicate in both spoken and written English.
2. Ability to lift 50 pounds.
3. Ability to operate equipment used in and outside the building such as cleaning equipment, snow blowers and lawn mowers.

PERFORMANCE RESPONSIBILITIES:

1. Clean assigned facilities and or/ grounds.
2. Work collaboratively with other custodians.
3. Reports to principal and/or senior custodian depending upon assignment.
4. Responds to immediate safety and/or operational concerns for the purpose of taking appropriate action or notifying appropriate personnel for resolution.
5. Responds to inquiries from staff, students, parents, and/or visitors for the purpose of providing information.
6. Supports District Facility Manager and City Maintenance staff for the purpose of completing site custodial/maintenance needs.
7. Removes trash from classrooms and hallways from breakfast in the classroom for ½ hour, and cleans the cafeteria including washing walls, floors and windows for 1 hour after the lunch period.
8. Stationed in the cafeteria during lunch periods and mops up spills, assists the cafeteria personnel, responds to safety concerns, and removes trash between lunch periods.
9. Replenishes classroom and rest room supplies as needed.
10. Performs summer maintenance (e.g. strip/wax floors, moves furniture and fixtures as needed).
11. Prepares building for the purpose of ensuring facilities are operational and hazard free.
12. Cleans restrooms and cleans and disinfects floors, sinks, mirrors, toilet bowls, baseboards, and light fixtures.
13. Cleans locker rooms, classrooms, hallways, entryways, utility rooms, gym and offices.
14. Cleans windows as needed.
15. Spot cleans walled surfaces as needed.
16. Cleans and disinfects lockers as needed.

REPORTS TO: Building Principal and Senior Custodian

WORKYEAR: 12 month position 260 days