

Memorandum of Understanding (Revised 08/25/2022)  
Lawrence Public Schools & the Lawrence Teachers Union

As stipulated in Article 68 of the Lawrence Teachers Union contract, below is the memorandum of understanding memorializing the stipends and duties for retirement purposes.

Below are the amounts applicable for the term of the July 01, 2022 — June 30, 2025  
Teachers' Union Contract 3-year agreement:

Stipend Name	Amount	Description
Sontag Prize (I)	\$3,000	Educators are selected to teach a one-week, intensive vacation academy, over either February or April vacations outside the official school year. Educators teach 5 full days of school in a focused content area, to targeted groups of approximately 10-12 students.
Sontag Prize (II)	\$4,000	Alumni of this program receive a \$4,000 stipend. Role description is the same as above.
Acceleration Academy	\$800.00/day	Nurses of this program receive a \$800.00/day stipend. Participants are selected to work 1 to 5 days during a one week, intensive vacation academy, over either February or April vacations outside the official school year.
New teacher mentor	\$500 per mentee (non SG&S) \$750 per SG&S mentee	Educators serve as a year-long mentor to a peer in their school, including conducting classroom observations, connecting the educator to PD and other resources, and frequent check-in meetings. SG&S = Structured Guidance & Supports
Expert educator	\$92,476 salary or \$10,000 stipend whichever is greater for SY 22-23.  \$94,326 salary or \$10,000 stipend whichever is greater for SY 23-24.  \$96,212 salary or \$10,000 stipend whichever is greater for SY 24-25.	Expert Educators serve as excellent educators who assume specialized, high-impact leadership roles in an area of expertise, assuming significant additional responsibilities beyond their regular role. Per Mutual Clarification, between LPS and the LTU, of Contractual Language in CBA.

Advanced educator	<p>\$82,021 salary or \$5,000 stipend whichever is greater for SY 22-23.</p> <p>\$83,661 or \$5,000 stipend whichever is greater for SY23-24.</p> <p>\$85,335 or \$5,000 stipend whichever is greater for SY24-25.</p>	Advanced Educators expand their impact to elevate the practice of their peers and serve as a demonstration classroom, and also assume leadership responsibilities such as leading professional learning, or coordinating the mentor program in their school. Per Mutual Clarification, between LPS and the LTU, of Contractual Language in CBA.
Evaluation Team Facilitators, School Psychologist, OT, PT, BCBA's and SLP's Differential	\$5,411.00	Evaluation Team Facilitators, School Psychologists, Occupational Therapists, Physical Therapists, BCBA's and SLP's are compensated the stipend differential for a 193-day work year.

High School Guidance Counselors Differential	\$1,350.00	High School Guidance Counselors are compensated the stipend differential for an additional 4 days worked prior to the school year's commencement.
Asst. Intramural Director	\$10,000.00	Educator is appointed by the Superintendent to serve in a yearlong district advisory role for PE teachers providing leadership, scheduling, and program oversight and staffing coverage.
Evaluation Team Facilitator Lead	\$10,000.00	Educators are appointed by the Superintendent to serve in a year-long advisory role to LPS leadership for ETFs.
MCAS Smart Program Facilitator	\$10,000.00	Educator is appointed by the Superintendent to serve in a yearlong district advisory role for teachers providing leadership, program scheduling, and staffing coverage.
Nurse Stipend	\$6,850.00	Nurse is appointed by the Asst. Superintendent to serve in a year-long advisory role for RNs providing leadership and managing medical transportation coverage.
Special Olympics Stipend	\$12,000.00	Educators are appointed by the Principal to serve in a year-long advisory role for Special Olympics activities for students.
Special Project Stipend	<p>\$3,650.00</p> <p>\$5,000.00</p> <p>\$5,200.00</p>	Educators are appointed by the Superintendent or Principal to work on a year-long project pertaining to curriculum & advisory role to LPS leadership. Depending on the length of the project.
Strength & Conditioning Stipend	\$10,935.00	Educators are appointed by the Principal to serve in a year-long advisory role for Strength & Conditioning for students.

Athletic Trainer	\$13,375.00 \$16,386.00 \$17,532.00	Educators are appointed by the Principal to serve in a year-long role responsible for Athletic activities for students. Depending on the length of the sports season.
Theater Facilitator	\$10,000.00	Educator is appointed by the Superintendent to serve in a yearlong district advisory role for theater teachers providing leadership, evaluations, and staffing coverage.
Freshman Class Advisor	\$743.00	Educators are appointed by the Principal to serve in a year-long role responsible for Freshman Class activities for students.
Sophomore Class Advisor	\$743.00	Educators are appointed by the Principal to serve in a year-long role responsible for Sophomore Class activities for students.

Junior Class Advisor	\$1,061.00	Educators are appointed by the Principal to serve in a year-long role responsible for Junior Class activities for students.
Senior Class Advisor	\$2,122.00	Educators are appointed by the Principal to serve in a year-long role responsible for Senior Class activities for students.
Band Stipend	\$2,381.00	Educators are appointed by the Principal to serve in a year-long role responsible for Band Club activities for students.
Cohort Leader Stipend	\$2,500.00	Educator is appointed by the Superintendent or Principal to serve in a year-long district advisory role for teachers providing leadership, coaching, school programs, and staffing coverage.
Content Coach Stipend	\$7,000.00	Classroom educator is appointed by the Superintendent or Principal to serve in a year-long district advisory role for teachers providing leadership, coaching, school programs, and staffing coverage as an additional duty to their hired role.
Fitness Club Stipend	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Fitness Club activities for students.
Gifted & Talented Stipend	\$1,500.00	Educators are appointed by the Principal to serve in a year-long role responsible for Gifted & Talented Club activities for students.
Lead Teacher Stipend	\$541.00	Educator is appointed by the Principal in a year-long district advisory role to support administration of school operations for teachers providing leadership and staffing coverage.
Outdoor Club Stipend	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Outdoor Club activities for students.
Yearbook Advisor	\$3,603.00	Educators are appointed by the Principal to serve in a year-long role responsible for Yearbook activities for students.

Mural Painting - Art Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Mural Painting - Art Club activities for students.
Book Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Book Club activities for students.
Chess Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Chess Club activities for students.
Dance Club	\$2,381.00	Educators are appointed by the Principal to serve in a year-long role responsible for Dance Club activities for students.
Drama Director	\$3,571.00	Educators are appointed by the Principal to serve in a year-long role responsible for Drama Club activities for students.
Gender & Sexuality Alliance Club Advisor	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Gender & Sexuality Alliance Club activities for students.
Lawrencian Newspaper	\$1,666.00	Educators are appointed by the Principal to serve in a year-long role responsible for Lawrencian Newspaper Club activities for students.
Literary Magazine — The Bulletin	\$1,666.00	Educators are appointed by the Principal to serve in a year-long role responsible for Literary Magazine - The Bulletin Club activities for students.
Mock Trial	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Mock Trial Club activities for students.
National Honor Society/L-Pin	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for National Honor Society/L-Pin Club activities for students.
Recycling Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Recycling Club activities for students.
Robotics Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Robotics Club activities for students.
Student Leadership Council	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Student Leadership Council Club activities for students.
Writers' Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Writers' Club activities for students.
Open Mic Club Advisor	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Open Mic Club activities for students.
STEAM & STEM Advisor	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for STEAM & STEM Club activities for students.
SES	10% of Base Salary	Position Grandfathered in only for teachers already in position.

Facilitator 10%	10% of Base Salary	Position Grandfathered in only for teachers already in position.
Special Project	\$3,650.00	
Photography Club Advisor	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for Photography Club activities for students.
ASL Club	\$1,000.00	Educators are appointed by the Principal to serve in a year-long role responsible for ASL Club activities for students.

Executed in the City of Lawrence on this the 3<sup>rd</sup> Day of June 2022.

**Lawrence Public Schools**

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Juan Rodriguez

Interim Superintendent of Schools

6/6/2023

Date

**Lawrence Teachers' Union Local 1019**

DocuSigned by:



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Kimberly Barry, President

6/8/2023

Date