

**SIDE LETTER OF AGREEMENT  
BETWEEN THE  
HAVERHILL SCHOOL COMMITTEE  
AND THE  
HAVERHILL EDUCATION ASSOCIATION  
EDUCATION SUPPORT PERSONNEL UNIT**

This Agreement has been entered by and between the Haverhill School Committee ("the School Committee") and the Haverhill Education Association ("the Union");

WHEREAS, there is a Collective Bargaining Agreement currently in effect between the School Committee and the Union effective July 1, 2020 thru June 30, 2023 ("the Contract");

WHEREAS, any Educational Support Personnel who substitutes for a teacher for one or more classes in a day and who then reaches six (6) classes covered for a period of 30 minutes or greater can submit for one day of substitute pay for \$25.00.

WHEREAS, in the 2024-2025 school year, Haverhill High School introduced a new schedule to include a double block;

Now, THEREFORE, having bargained collectively pursuant to Chapter 150E of the General Laws, the School Committee and the Association agree to supplement the Contract with the following:

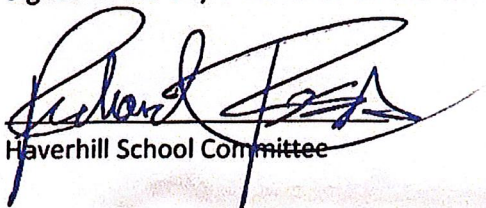
Effective February 3, 2025, the School Committee and the Union agree to add language:

***"Any Educational Support Personnel who substitutes at Haverhill High School shall receive credit of two (2) classes when the class falls on the double block period.***

***It is the responsibility of the ESP to complete the paperwork and to submit to their principal for confirmation. Any request for retroactive pay must be submitted by March 15, 2025.***

***This agreement shall be retroactive to the beginning of the 2024-2025 school year and shall terminate on the last day of said school year or until a subsequent contract is agreed upon during collective bargaining between the parties."***

Signed in the City of Haverhill on this 13th day of February 2025.

  
Haverhill School Committee

  
Haverhill Education Association