

**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:

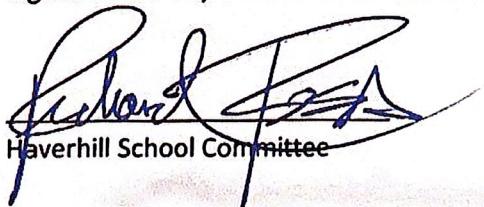
Effective February 3, 2025, the School Committee and the Union agree to add language:

"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.


Richard J. Fazzalari
Haverhill School Committee


Karen H. Hais
Haverhill Education Association