

**Side Letter of Agreement
Salary Schedule Column Movement**

This agreement is between the Essex Westford Educational Community Unified Union School District ("District") and the Essex Westford Education Association ("Association").

WHEREAS, Article 13.5A of the 2019-2020 Agreement between the Essex Westford Community Unified Union School Board and the Essex Westford Education Association states, "No credit will be allowed beyond thirty (30) credits without having a Master's degree":

The parties hereby agree to the following:

1. Teachers employed by the Essex Town School District as of 6/30/17 *who were placed* at B+45 for the 2016-17 school year shall be eligible for column movement to M+30 once they accrue 60 approved credits after the attainment of their bachelor's degree (pursuant to Article 13.5), whether or not the teacher holds a Master's Degree.
2. This Agreement is unique to this case, is non-precedent setting, and does not establish any practice or foundation for future negotiations between the parties; and,
3. The Association agrees not to grieve the existence of this Agreement, and the Association furthermore agrees not to use this Agreement as a basis for grievance on this topic.

As authorized representatives, these agents set their seals in agreement with the above:

For the Association

Date

For the District

Date