

Memorandum of Agreement


The Thomaston Board of Education (hereinafter the "Board"), Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the "Union") and Colby Skilton (hereinafter "Mr. Skilton") hereby agree to the following:

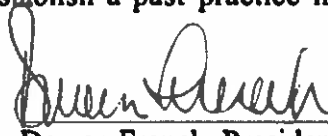
1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2020 through June 30, 2021.
2. In accordance with Article I, Section 1.0 of the collective bargaining agreement between the Board and the Union, the Union represents:

All secretaries, school nurses, custodians, the Senior Support Technician, the Computer Network Specialist and the End User employed twenty (20) or more hours per week (excluding the secretary to the Superintendent of Schools and the less than twenty (20) hours per regular workweek Benefits Administrator/Assistant Bookkeeper positions) and all paraprofessionals who work fifteen (15) or more hours per week, as certified by the Connecticut State Labor Relations Board.

3. Mr. Skilton is a paraprofessional employed by the Board.
4. Mr. Skilton is a member of the Union.
5. Mr. Skilton's seniority date as a member of the Union is August 30, 2021.
6. Due to a shortage of teachers, Mr. Skilton has agreed to work for the Board as a long-term substitute teacher through the end for the current school year (June of 2022).
7. During the period of time that Mr. Skilton works as a long-term substitute teacher for the Board, the parties agree to the following:
 - Mr. Skilton's current number of sick days and personal days will be applied and may be used during the period of time he acts as a long-term substitute teacher for the Board, provided, if Mr. Skilton is eligible for a greater number of sick and/or personal days for acting as a long-term substitute teacher, he will receive these days in lieu of his current number of sick and/or personal days;
 - If Mr. Skilton has any remaining sick and/or personal days at the conclusion of his term as a long-term substitute teacher, he may carryover the remaining number of days for use as a paraprofessional in accordance with the terms of the collective bargaining agreement between the Board and the Union dated July 1, 2020 through June 30, 2021;
 - Mr. Skilton may continue to contribute toward the Town of Thomaston 457(b) Plan. If Mr. Skilton continues to contribute toward the Town of Thomaston 457(b) Plan, the Board will match Mr. Skilton's contribution in accordance with Article XIII, Section 13.0 of the collective bargaining agreement between the Board and the Union dated July 1, 2020 through June 30, 2021;

- If Mr. Skilton is currently waiving health insurance benefits under Article XII, Section 12.1. B.2 of the collective bargaining agreement between the Board and the Union dated July 1, 2020 through June 30, 2021, he may continue to waive the benefits and receive the applicable stipend through June 30, 2022;
 - Mr. Skilton will be paid as a long-term substitute at a per diem rate of \$225.40 for each day he works as a long-term substitute teacher through the end of the 2021-2022 school year in lieu of his current wage rate as a paraprofessional; and
 - The Board will make contributions for Mr. Skilton to the State of Connecticut Teachers' Retirement Board (hereinafter the "TRB") in accordance with the requirements of the TRB for long-term substitute teachers.
8. For the remainder of the 2021-2022 school year, if Mr. Skilton continues to work as a long-term substitute teacher for the Board, the Board will not deduct Union dues from Mr. Skilton's paycheck.
 9. If after Mr. Skilton's long-term substitute assignment is over, he returns to work for the Board as a paraprofessional at the commencement of the 2022-2023 school year, Mr. Skilton's original seniority date as a member of the Union (August 30, 2021) will be used for purposes of eligibility for benefits, vacancies and in the event of a layoff by the Board.
 10. The Board and the Union agree that this Memorandum of Agreement and the terms and conditions set forth herein shall neither establish a past practice nor a precedent with respect to the issues set forth herein.


 Francine Coss, Superintendent
 Thomaston Board of Education


 Doreen French, President
 Local 1303-97 of Connecticut
 Council 4, AFSCME, AFL-CIO

Dated: January 14, 2022

Dated: 01/14/2022


 Colby Skilton

Dated: 1/14/22