

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 Marie Eldridge (hereinafter "Ms. Eldridge") 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. Ms. Eldridge was employed by the Board in a bargaining unit position covered by the collective bargaining agreement and retired from employment with the Board on July 2, 2021.
3. Article XII, Sections 12.2 and 12.3 of the collective bargaining agreement state:

Section 12.2

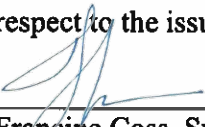
In the event that an employee, who is at least fifty-five (55) years of age and has ten (10) years of service with Board retires prior to the age of sixty-five (65), the Board shall allow the employee to retain all group insurance at the employee's expense, up until the employee attains the age of sixty-five (65), as set forth in Section 12.0 for active employees and eligible dependent(s). At age sixty-five (65), Section 12.3 shall apply.

Section 12.3

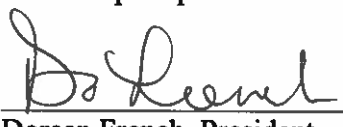
A Medicare Supplemental Policy shall be provided by the Board to the employee and spouse, upon retirement at age sixty-five (65). In order to be eligible for this benefit, the employee must have, at the time of his/her retirement, at least ten (10) years of service with the Board or retired under Section 12.2. The retiree must pay seven and one-half percent (7.5%) of the premium share for such benefit. Coverage as reflected in the Thomaston Board of Education policy #001525-133:

- A. Blue Cross 65 High Option Plan
 - B. Blue Shield 65 Plan 81
 - C. Blue Cross/Blue Shield Major Medical Plan - \$100.00 deductible, \$50,000 maximum.
4. At the time of Ms. Eldridge's retirement, Ms. Eldridge: (a) was 55 years of age; and (b) had been employed by the Board in a bargaining unit position for at least ten (10) years.

5. Additionally, at the time of Ms. Eldridge's retirement, Ms. Eldridge was enrolled in the Board's health insurance plan, as set forth under Article XII of the collective bargaining agreement between the Board and the Union.
6. Ms. Eldridge's date of birth is November 19, 1960.
7. The Board agrees to permit Ms. Eldridge, in her discretion, to apply for the Medicare Supplemental Policy under Article XII, Section 12.3 on or about November 19, 2025 with an effective date of her sixty-fifth (65th) birthday.
8. If Ms. Eldridge applies for the Medicare Supplemental policy, she will be responsible for the premium share contribution based on the rate set forth in the collective bargaining agreement for the applicable contract year(s) that coincide with the calendar years that Ms. Eldridge is covered by the policy.
9. The Board's agreement to permit Ms. Eldridge to apply for the Medicare Supplemental policy shall in no way be considered an acknowledgement by the Board or any person acting on behalf of the Board that employees are permitted to apply for a Medicare Supplemental policy after they retire from employment with the Board.
10. The Board and the Union agree that this Memorandum of Agreement and the terms and conditions set forth herein shall not be introduced if any employee/retiree attempts to apply for a Medicare Supplemental policy offered by the Board.
11. The Board and the Union agree that this Memorandum of Agreement and the terms and conditions set forth herein shall not be introduced during successor contract negotiations on the issues set forth herein.
12. 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

Dated: August 6, 2021


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

Dated: 8/5/2021


Marie Eldridge

Dated: 8/5/2021