

Memorandum of Agreement

The Thomaston Board of Education (hereinafter the “Board”) and Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the “Union”) 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. Article XIII, Section 13.0 of the collective bargaining agreement between the parties states:

Employees hired prior to February 5, 2018 covered by this contract shall be covered under the Town of Thomaston Retirement Program and that retirement program shall be a part of this Agreement and incorporated herein by reference.

Employees hired on or after February 5, 2018 shall not be eligible for the Town of Thomaston Retirement Program. All eligible employees hired on or after February 5, 2018 for a bargaining unit position shall be enrolled in the Town’s 457(b) plan.

With respect to employees enrolled in the Town’s 457(b) plan, on an annual basis, the Board will match up to seventy-five percent (75%) of the employee’s six percent (6%) contribution (based on the employee’s W-2 wages), provided the employee contributes six percent (6%). In the event that the employee contributes less than six percent (6%), the Board will match seventy-five percent (75%) of the employee’s designated contribution.

Effective July 1, 2019, employees must contribute a minimum of a three percent (3%) contribution per contract year.

The employee may, on a voluntary basis, contribute up to the maximum amount allowed by applicable law (with no additional match by the Board beyond the seventy-five percent (75%) match of up to the employee’s contribution of six percent (6%)).

3. The members of the bargaining unit enumerated under paragraph 4 below (hereinafter the “eligible members”) met the eligibility requirements of either the Town of Thomaston Retirement Program or the Town of Thomaston 457(b) plan but were not provided with a timely opportunity to enroll in the applicable plan.
4. The eligible members are:
 - a. For the Town of Thomaston Retirement Program:

Name

- Marie Eldridge
- Theresa Gambino
- Debra Green
- Julie Han-Duggan
- Jennifer Lowell
- Robert Stack
- Christine Thomas
- Wendy Thomas

- b. For the Town of Thomaston 457(b) plan:

Name

- Donna Alfonzetti
- Heather Boulanger
- Andrea Butwell
- Kristen Callahan
- Sarah Norck
- Nancy Stancavage
- Jessica Their
- Joyce Weglarz

5. Ten (10) month employees of the Board are paid over twenty-two (22) pay periods commencing with the first pay period of a school year.
6. Each of the aforementioned employees, except for Julie Han Duggan, are ten (10) month employees.
7. Regardless of whether an eligible employee fell under the Town of Thomaston Retirement Program or the Town of Thomaston 457(b) plan, all of the aforementioned eligible members were provided with an opportunity to make-up contributions toward their applicable plan by submitting a signed form to the Board wherein the employee elected how he/she wanted to make-up the contributions.
8. Eligible employees could elect to:
 - a. make a one (1) time payment;
 - b. pay the catch-up over 22 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2021-2022 school year;

- c. pay the catch-up over 44 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2022-2023 school year; or
 - d. pay the catch-up over 66 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2023-2024 school year.
9. Each of the aforementioned eligible employees submitted their respective election forms to the Board.
10. Except as set forth under paragraphs 11, 12 and 13 herein, the eligible employees elected the following:
- a. **Make a one (1) time payment:**
 - Theresa Gambino: \$2,696.59 one-time payment
 - Debra Green: \$2,854.43 one-time payment
 - Christine Thomas: \$2,302.25 one-time payment
 - b. **Pay the catch-up over 22 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2021-2022 school year:**
 - Heather Boulanger: \$81.53 per installment = total of \$1,793.57
 - Andrea Butwell: \$44.30 per installment = total of \$974.57
 - Kristen Callahan: \$22.93 per installment = total of \$504.42
 - Jennifer Lowell: \$97.40 per installment = total of \$2,142.83
 - Jessica Their: \$23.22 per installment = total of \$510.85
 - c. **Pay the catch-up over 44 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2022-2023 school year:**
 - Donna Alfonzetti: \$12.81 per installment = total of \$563.47
 - Nancy Stancavage: \$88.29 per installment = total of \$3,884.98
 - d. **Pay the catch-up over 66 equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2023-2024 school year:**
 - Robert Stack: \$16.61 per installment = total of \$1,095.94
 - Wendy Thomas: \$42.20 per installment = total of \$2,785.05
11. Since Julie Han-Duggan is a twelve (12) month employee, the parties agreed to a modification to paragraph 8. b. above. Specifically, Julie Han-Dugan elected 26 equal

installments of \$186.22 commencing with the first paycheck of the 2021-2022 school year for a total of \$4,841.63.

12. In addition to the make-up contributions addressed under paragraph 7 above, Sarah Norck and Joyce Weglarz elected to contribute an additional three percent (3%) toward the Town of Thomaston 457(b) plan during the 2021-2022 school year as 2021-2022 contributions. Consequently, paragraph 8. b. above is modified to the following:

- Sarah Norck: twenty-two (22) equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2021-2022 school year.


Each installment shall be \$135.72 -- \$67.86 as the make-up contribution and \$67.86 as the additional three percent (3%) for an aggregate of \$2,985.84 (\$1,492.82 make-up and \$1,492.82 for 2021-2022 contributions).


- Joyce Weglarz: twenty-two (22) equal installments commencing with the first paycheck of the 2021-2022 school year and ending with the 22nd paycheck of the 2021-2022 school year.

Each installment shall be \$41.16 per installment -- \$20.58 as the make-up contribution and \$20.58 as the additional three percent (3%) for an aggregate of \$905.36 (\$452.76 make-up and \$452.76 for 2021-2022 contributions).

13. Maria Eldridge elected, in writing, not to make-up any catch-up contributions.
14. Prior to the signing of this Memorandum of Agreement, Theresa Gambino, Debra Green and Christine Thomas satisfied their one (1) time catch-up payments.
15. In order to receive the Board's match of contributions toward the Town of Thomaston 457(b) plan, the Town of Thomaston 457(b) plan eligible employees, as set forth under paragraph 4. b. above, must make their aforementioned contributions in accordance with their respective election forms (and as enumerated under paragraphs 10, 11 and 12 above).
16. If a Town of Thomaston 457(b) plan eligible employee decides to either not make the make-up contributions or ceases making make-up contributions, the Board will have no obligation to make matching contributions toward the eligible employee's Town of Thomaston 457(b) plan for any period of time that the eligible employee does not make make-up contributions.

17. The Board and the Union agree that this Memorandum of Agreement and the terms set forth herein fully and finally resolve the issue of make-up contributions to the Town of Thomaston Retirement Program or the Town of Thomaston 457(b) plan for the period through June 30, 2021.


Francine Coss, Superintendent
Thomaston Board of Education


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

Dated: 7/21/2021

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