

## **Memorandum of Agreement**


The Thomaston Board of Education (hereinafter the "Board") and the Thomaston School Administrators Association (hereinafter the "Association") hereby agree to the following:


1. The Board and the Association are signatories to a collective bargaining agreement dated July 1, 2020 through June 30, 2023.
2. Effective with the 2020-2021 school year, the Board has established a stipend position of District Emergency Management Coordinator.
3. The District Emergency Management Coordinator position has been established to enhance the District and School All-Hazards Security and Safety Plan.
4. The bargaining unit member assigned to act as the District Emergency Management Coordinator shall:
  - Oversee the revision process of the All Hazards District Security and Safety Plan;
  - Oversee the implementation of the All Hazards District Security and Safety Plan;
  - Work with building administrators on safety protocols in each building;
  - Conduct District Safety Committee meetings quarterly in each school year; and
  - Attend safety workshops, committee meetings, and other pertinent professional learning opportunities deemed necessary by the Superintendent of Schools.
5. In order to be eligible for the District Emergency Management Coordinator position, the bargaining unit member must have experience in: (a) All Hazards and Safety Planning; and (b) training of others in all Hazards and Safety Planning approaches. Additionally, the bargaining unit member should have 092 certification.
6. The bargaining unit member selected to act as the District Emergency Management Coordinator shall receive a stipend of eight thousand nine hundred and ninety-one dollars (\$8,991.00) for the 2020-2021 work year.

If the District Emergency Management Coordinator position remains in effect during the 2021-2022 and/or 2022-2023 school years, the stipend set forth under paragraph 6 above shall be increased by the general wage agreed to by the parties for the applicable contract year, as set forth in the collective bargaining agreement between the Board and the Association dated July 1, 2020 through June 30, 2023.

7. If either no member of the bargaining unit qualifies for the position or no member of the bargaining unit desires the position, the Board may fill the position with a Board employee who is not a member of the Association. Under such circumstances, the individual selected will have the equivalent to an 092 certification in training and experience as the training and experience relate to safety (as determined by the Superintendent of Schools).

8. The Superintendent of Schools may, in her discretion, eliminate the District Emergency Management Coordinator position if she deems it is no longer necessary. If the District Emergency Management Coordinator is eliminated during a work year, the District Emergency Management Coordinator shall receive a pro-rata portion of the stipend set forth under paragraph 6 herein for that specific work year.
9. The Board and the Union agree that this Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent.

  
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Francine Coss, Superintendent  
Thomaston Board of Education

  
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Jonathan M. Kozlak, President  
Thomaston School Administrators  
Association

Dated: 10/15/2020

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