

## **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, 2016 through June 30, 2020.
2. Article IV, Section 4.0 of the aforementioned collective bargaining agreement states, in relevant part:

The regular work days shall be as follows:

- **Secretaries** - seven and one-half (7½) hours paid time plus a one-half (½) hour unpaid lunch break (no additional breaks)
- **School Nurses** - seven and one-half (7½) hours paid time plus a one-half (½) hour unpaid lunch break (no additional breaks)


3. During the 2020-2021 school year, due to issues caused by COVID-19, if the student school day is either: (a) modified; or (b) changed to a hybrid or blended learning model, the following shall apply in lieu of the language under Article IV, Section 4.0 during the period of time impacted by changes caused by COVID-19:

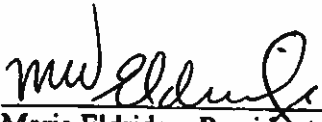
The regular work days shall be as follows:

- **Secretaries** – eight (8) hours of paid time inclusive of a one-half (½) hour paid lunch break (no additional breaks)
- **School Nurses** - eight (8) hours of paid time inclusive of a one-half (½) hour paid lunch break (no additional breaks)

4. The language set forth under paragraph 3 herein shall remain in effect during the 2020-2021 school year for the period of time that the student school day is either: (a) modified; or (b) changed to a hybrid or blended learning model, provided, however, if the Superintendent determines that the change in language set forth under paragraph 3 is no longer necessary, she may, in her discretion, recommence applying the language under Article IV, Section 4.0 of the collective bargaining agreement between the parties to secretaries and school nurses.

5. 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.

  
Francine Coss, Superintendent  
Thomaston Board of Education

  
Marie Eldridge, President  
Local 1303-97 of Connecticut  
Council 4, AFSCME, AFL-CIO

Dated: August 24, 2020

Dated: 8/24/2020