

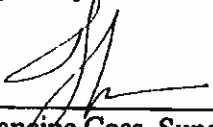
Memorandum of Agreement

The Thomaston Board of Education (hereinafter the "Board"), Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the "Union") and Ms. Wendy Thomas (hereinafter "Ms. Thomas") 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 XII, Section 12. B. of the collective bargaining agreement between the parties provides for a stipend for bargaining unit members who timely waive health and/or dental insurance benefits.
3. The form utilized by the Board is a "Waiver of Group Health Benefits Verification" form.
4. On an annual basis, the Board sets forth a specific date that bargaining unit members must submit their waiver form to the Board in order to receive the applicable waiver amount.
5. Ms. Wendy Thomas (hereinafter "Ms. Thomas") is a bargaining unit member represented by the Union.
6. On June 18, 2020, Ms. Thomas submitted a waiver form to the Board wherein she waived medical and dental benefits for herself.
7. The form submitted by Ms. Thomas was not timely.
8. Subsequent to submission of the waiver form, Ms. Thomas claimed that it was submitted with erroneous information.
9. Ms. Thomas initially claimed that she intended to waive health and dental insurance benefits for herself and her spouse.
10. After the parties resolved the issue with a fully executed Memorandum of Agreement, Ms. Thomas claimed that she intended to waive health and dental insurance benefits for herself, spouse and dependent child.
11. In order to rectify Ms. Thomas's untimely, erroneous waiver form and the previous agreement of the parties on the issue, the Board agrees to provide Ms. Thomas with a waiver of health and dental benefits for Ms. Thomas, her spouse and dependent child retroactive to the date that she commenced receiving the stipend during the 2020-2021 fiscal year.
12. Ms. Thomas agrees to submit a revised waiver form with the correct waiver information. Ms. Thomas further agrees that if at any time in the future she submits a waiver form


with any erroneous information, she will not be provided with an opportunity to correct her mistake and her waiver will be based on the information provided (assuming she is eligible for the waiver set forth on the form).

13. The Union agrees that the Board has no obligation to apprise bargaining unit members of their rights either under the collective bargaining agreement or of their rights to any other benefit offered by the Board to employees of the Board.
14. The parties agree that the Board's decision to allow Ms. Thomas to receive a family waiver despite the fact that it was not timely submitted, it contained erroneous information and the issue was previously resolved via a Memorandum of Agreement signed by the Board and the Union shall neither act as a precedent nor a past practice.



Francine Coss, Superintendent
Thomaston Board of Education

Dated: October 30, 2020



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

Dated: 10/29/2020



Wendy Thomas

Dated: 10/29/20