

## **Memorandum of Agreement**


The Thomaston Board of Education (hereinafter the "Board"), the Thomaston Education Association (hereinafter the "Association") and Melissa Saramanidis (hereinafter "Ms. Saramanidis") agree to the following:

1. The Board and the Association are parties to a collective bargaining agreement dated July 1, 2019 through June 30, 2022.
2. On or about November 10, 2021, the Board, the Association and Ms. Saramanidis agreed to a Memorandum of Agreement wherein teachers were provided with an opportunity to voluntarily participate in a sick leave bank for Ms. Saramanidis by donating sick leave days from their accumulated sick leave to Ms. Saramanidis.
3. In order to provide Ms. Saramanidis with an opportunity to work while out on sick leave (and thus minimize and preserve the use of donated sick leave days), the Board is willing to assign certain tasks to Ms. Saramanidis that she can perform from home and receive credit toward the sick leave bank for performing.
4. Ms. Saramanidis will therefore receive remuneration for performing the tasks in the form of paid sick leave.
5. The specific tasks are set forth in the attached Addendum A.
6. Prior to performing any of the tasks set forth in Addendum A, Ms. Saramanidis must receive written authorization from the Administration.
7. With each specific task:
  - the number of hours to perform the task is enumerated; and
  - the number of hours are then converted to a work day.
8. Each work day equates to seven (7) hours.
9. With each enumerated task, the Administration, along with the number of hours to perform the task, will establish a deadline for completion of the specific task.
10. Upon completion of each task, Ms. Saramanidis will provide the Administration with the necessary information and documentation in order to provide the Administration with an opportunity to determine if the task has been performed to the satisfaction of the Administration.
11. Each of the enumerated tasks that are completed within the time frame established by the Administration to the satisfaction of the Administration will result in the replenishment of the sick leave bank for the amount of hours set forth in Addendum A for the specific task.

12. The Memorandum of Agreement signed by the parties on or about November 10, 2021, shall remain in full force and effect.
13. Consequently, this Memorandum of Agreement and Addendum A shall be considered an addendum to the previous Memorandum of Agreement.
14. The parties agree that this Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent with respect to the issues addressed herein.

  
Francine Coss, Superintendent  
For the Board

March 1, 2022  
Date

  
Heidi Laus, President  
For the Association

2-28-22  
Date

MS  
Melissa Saramanidis

3/1/22  
Date

APPENDIX A

Project	Description	Hours	Hours Converted to Teacher Work Days
Cross Referencing History/Language Arts	Review each Ready Reading unit and align it with the new social studies resources and current curriculum guides - Creating vocabulary for each unit	21	3
Cross Referencing Math/Science	Review Each Ready Math unit and align with Mystery Science/Savvas and current curriculum guides - Creating vocabulary for each unit	21	3
Create Project-Based centers/activities	Humanities	21	3
Curriculum Guide for Library Media (4-6)	Curriculum Guide for each grade	7	1
IAB descriptions	Mini descriptions for each grade taking IABs	21	3
Parent Academies	Updates/emails to Parents (January-June)	35	5
MyPath data collection	Pull MyPath data for teachers weekly	21	3
Data Assignments TBD	Updating data for student sub groups needed for analysis	35	5
Pathways to Prevention Project	Agency follow-up communication, scheduling meetings with community providers, sending information to inquiring parties, collecting/organizing incoming data, program/curriculum research, community event planning logistics	66	9
	<b>Project Total</b>	<b>248</b>	<b>35</b>
	<b>TEA Sick Bank Total</b>	<b>558</b>	<b>77</b>
	<b>Available Paid Leave Balance (before project/sick bank)</b>	<b>1.83</b>	<b>0.252</b>
First Sick Bank Day:	November 8, 2021		
Last Day of School:	June 16, 2022 (may change due to school cancellations)		
	<b>Total Number of School Days between First Sick Bank Day and Last Day of School</b>		<b>137</b>
	<b>Grand Total</b>	<b>808</b>	<b>112.252</b>
	<b>Remaining Unpaid School Days</b>		<b>24.748</b>