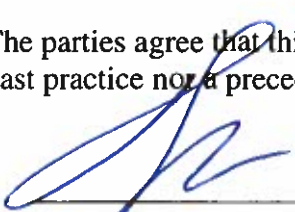


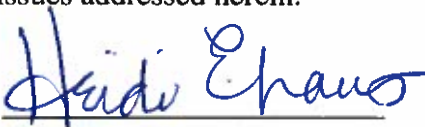
Memorandum of Agreement

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. The collective bargaining agreement between the parties does not address the issue of sick leave donations for bargaining unit members who have exhausted their sick leave.
3. Ms. Saramanidis is employed by the Board as a library media specialist at Center School.
4. Ms. Saramanidis has exhausted all of her sick leave days.
5. Ms. Saramanidis will be out of work for an extended period of time on sick leave.
6. In order to provide Ms. Saramanidis with an opportunity to continue to receive remuneration while out on her extended period of sick leave, teachers may volunteer to participate in a sick leave bank for Ms. Saramanidis by donating sick leave days from their accumulated sick leave.
7. Teachers who volunteer to donate sick leave days to Ms. Saramanidis may donate up to three (3) days from their sick leave accumulation.
8. In the event that Ms. Saramanidis does not use all of the sick leave days donated to the sick leave bank, the days will not be returned to those teachers who donated sick leave days.
9. During the extended period of sick leave, Ms. Saramanidis will receive the difference between the pay received by a substitute teacher and her regular per diem rate of pay for any donated sick leave days she receives from other teachers until such sick leave days have been exhausted.
10. Ms. Saramanidis is not eligible for any additional contributions to the sick leave bank for the remainder of the 2021-2022 school year once the sick leave days donated have been exhausted.
11. Accordingly, if Ms. Saramanidis exhausts all of the sick leave days in the sick leave bank, she will be placed on unpaid leave.
12. 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

11/10/2021
Date


Heidi Laus, President
For the Association

11/10/21
Date

M.S.
Melissa Saramanidis

11/10/21
Date