

## **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:

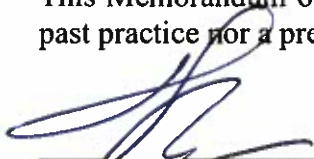
1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2016 through June 30, 2020.
2. All active current bargaining unit employees who were employed by the Board as of July 1, 2016 in a bargaining unit position covered by the aforementioned collective bargaining agreement shall receive a bonus equal to one percent (1%) of his/her hourly wage rate as of June 30, 2016 times his/her regular straight time hours worked and overtime hours worked for the July 1, 2016 through June 30, 2017 contract year.
3. All active current bargaining unit employees who were hired during the July 1, 2016 through June 30, 2017 contract year in a bargaining unit position covered by the aforementioned collective bargaining agreement shall receive a bonus equal to one percent (1%) of his/her hourly wage rate as of his/her first date of employment times his/her his/her regular straight time hours worked and overtime hours worked for the July 1, 2016 through June 30, 2017 contract year.
4. Except as set forth below, on or about June 30, 2018, all active current bargaining unit employees who were employed by the Board prior to February 1, 2018 in a bargaining unit position covered by the aforementioned collective bargaining agreement shall receive a bonus equal to one percent (1%) of his/her hourly wage rate as of June 30, 2017 times his/her regular straight time hours worked and overtime hours worked for the July 1, 2017 through June 30, 2018 contract year.


If a bargaining unit employee separates from employment with the Board for any reason prior to June 30, 2018, he/she shall not be eligible for such bonus. This prohibition shall not apply to paraprofessionals who are provided with "reasonable assurance of returning to work" letters prior to the 2018 summer recess by the Board. If an active current bargaining unit employee was hired by the Board on or after November 1, 2017, he/she shall not be eligible for such bonus.

5. Ms. Carol Hanson (hereinafter "Ms. Hanson"), Ms. Penelope Fox (hereinafter "Ms. Fox") and Ms. Terri Rousseau (hereinafter "Ms. Rousseau") are members of the Union covered by the aforementioned collective bargaining agreement between the parties.
6. The parties agree that during each year of the July 1, 2016 through June 30, 2020 collective bargaining agreement, Ms. Hanson will continue to receive an insurance waiver of no greater than one thousand nine hundred seventy dollars (\$1,970.00) provided she continues to elect the same dental insurance coverage that she elected as of July 1, 2016 (single dental coverage). If Ms. Hanson changes dental insurance coverage,

she will no longer be eligible for a waiver. If Ms. Hanson elects any form of medical insurance coverage, she will no longer be eligible for a waiver.

7. The parties agree that during each year of the July 1, 2016 through June 30, 2020 collective bargaining agreement, Ms. Fox will continue to receive an insurance waiver of no greater than five thousand two hundred forty six dollars and twelve cents (\$5,246.12) provided she continues to elect the same dental insurance coverage that she elected as of July 1, 2016 (family dental coverage). If Ms. Fox changes dental insurance coverage, she will no longer be eligible for a waiver. If Ms. Fox elects any form of medical insurance coverage, she will no longer be eligible for a waiver.
8. During the school year, Ms. Rousseau currently fills the position of School to Career Coordinator for sixteen (16) hours per regular workweek as well as an additional nine (9) hours per regular workweek as a paraprofessional.
9. Ms. Rousseau's work hours as the School to Career Coordinator and as a paraprofessional are based on the needs of the School District.
10. Accordingly, in the event that the Board decides to eliminate the School to Career Coordinator position or decides to modify or reduce such hours, the Board maintains its right to make such changes based on the needs of the School District.
11. Additionally, the Board maintains its right to eliminate, modify or reduce the additional hours Ms. Rousseau works as a paraprofessional based on the needs of the School District.
12. The Board maintains its right to transfer Ms. Rousseau from her current bargaining unit positions (as well as transfer other employees into such positions) in accordance with the applicable provisions of the collective bargaining agreement between the parties.
13. Nothing herein shall in any way curtail the Board's right to assign, transfer, reduce, increase or modify the work hours of employees, terminate an employee for just cause or layoff an employee in accordance with the applicable provisions of the collective bargaining agreement between the parties.
14. This Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent with respect to any of the issues set forth herein.

  
Francine Coss, Superintendent  
Thomaston Board of Education

  
Shadia Hamzy, President  
Local 1303-97 of Connecticut  
Council 4, AFSCME, AFL-CIO

Dated: 2/22/18

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