

Memorandum of Agreement

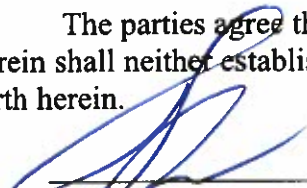
Whereas the parties to this Memorandum of Agreement are the Thomaston Board of Education (hereinafter referred to as the "Board") and the Thomaston Education Association (hereinafter referred to as the "Association") and;

Whereas, Ms. Alisa Zepecki (hereinafter referred to as "Ms. Zepecki"), a teacher at Black Rock School has exhausted all of her accumulated sick leave and;


Whereas, Ms. Zepecki is still under a doctor's supervision and unable to perform the essential functions of her teaching position with the Board:

Now, therefore the parties agree to the following:

1. This situation is unique to Ms. Zepecki.
2. In order to address Ms. Zepecki's unique situation, teachers may volunteer to participate in a voluntary sick leave bank for Ms. Zepecki by donating sick days from their personal sick leave accumulation.
3. Teachers who volunteer will donate up to one (1) day from their sick leave accumulation.
4. In the event that Ms. Zepecki does not require the use of all of the sick days donated to the sick leave bank, the remaining sick days will not be returned to the teachers who have donated days to this bank.
5. The period for use of the sick days donated to the sick leave bank shall not extend beyond the last school day of the 2019-2020 school year.
6. The parties agree that this Memorandum of Agreement and the terms contained herein shall neither establish a past practice nor a precedent with respect to the issues set forth herein.



Francine Coss, Superintendent
Thomaston Board of Education



Heidi Laus, President
Thomaston Education Association

Date: 2/11/2020

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