

## **Memorandum of Agreement**

The Thomaston Board of Education (hereinafter the "Board"), Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the "Union"), Ms. Marsha Potter (hereinafter "Ms. Potter") and Ms. Sharon Martino (hereinafter "Ms. Martino") 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. Ms. Potter and Ms. Martino are employed by the Board in bargaining unit positions covered by the aforementioned collective bargaining agreement.
3. Ms. Potter and Ms. Martino are members of the Union.
4. Ms. Potter is currently employed by the Board as a twelve (12) month full-time school secretary assigned to Black Rock School.
5. Ms. Martino is currently employed by the Board as the Payroll Staff Accountant in Central Office. Such position is a full-time twelve (12) month position.
6. Effective November 26, 2018, Ms. Potter will be assigned to a twelve (12) month Central Office secretary position.
7. Effective November 26, 2018, Ms. Martino will be assigned to a twelve (12) month school secretary position at Black Rock School.
8. The twelve (12) month Central Office secretary position and the twelve (12) month school secretary position at Black Rock School shall be considered new assignments.
9. Since the positions for Ms. Potter and Ms. Martino are based on new assignments, the vacancy language set forth under Article III, Section 3.2 of the aforementioned collective bargaining agreement shall not apply.
10. As of November 26, 2018, Ms. Potter and Ms. Martino's work hours in their respective new assignments shall be in accordance with Article IV, Section 4.0 of the collective bargaining agreement between the Board and the Union (and as scheduled by the Administration).
11. As of November 26, 2018, Ms. Potter and Ms. Martino's wage rates for their respective new assignments shall be in accordance with Appendix A of the collective bargaining agreement between the Board and the Union.
12. The Union agrees that in the event that a grievance is filed with respect to either of the aforementioned positions, it will not be pursued by the Union.

13. The Union further agrees that it will not pursue or support an MPP with respect to the issues set forth herein.
14. Ms. Martino agrees to withdraw her grievance dated March 15, 2018 alleging a violation of Article XI, Section 11.0 of the collective bargaining agreement between the Board and the Union.
15. The Union agrees it will no longer pursue a grievance filed by Ms. Julie Duggan dated September 28, 2018 and a grievance filed by Ms. Wendy Thomas dated October 12, 2018 alleging violations of Article III, Section 3.2 of the collective bargaining agreement between the Board and the Union. Accordingly, both grievances shall be deemed as non-actionable.
16. 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 and shall not be used by the Board or the Union with respect to the issue of assignments (or the filling of vacancies) in the future.

  
 Francine Coss, Superintendent  
 Thomaston Board of Education

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

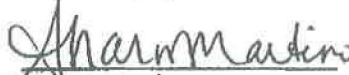
Dated: 11/21/2018

Dated: 11-20-2018

  
 Marsha Potter

Dated: 11/20/18

  
 Steve Curran

  
 Sharon Martino

Dated: 11/21/18

Dated: 11/20/18