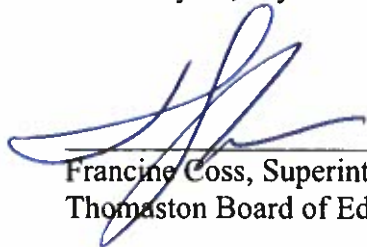



Memorandum of Agreement

The Thomaston Board of Education (hereinafter the "Board"), Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the "Union") and Ms. Carol Hanson (hereinafter "Ms. Hanson") hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2015 through June 30, 2016.
2. Ms. Hanson is employed by the Board a paraprofessional.
3. Ms. Hanson is a member of the Union.
4. On June 26, 2017, Ms. Hanson filed a grievance alleging a violation of Article VII, Section 7.9 of the collective bargaining agreement.
5. Ms. Hanson alleged that she had not been paid all of her remuneration for the 2016-2017 school year and that she was owed 1.7 personal days.
6. The Board denied the grievance.
7. A review of the Board's records show that Ms. Hanson was paid, in full, all of her remuneration that was due for the 2016-2017 school year.
8. Ms. Hanson may carry-over 1.7 personal days to the 2017-2018 school year that must be used by the end of such school year.
9. Consequently, the 1.7 personal days may not be carried-over to any subsequent contract year.
10. The language regarding the use of personal days set forth under Article VII, Section 7.6 applies to Ms. Hanson's use of the 1.7 personal days during the 2017-2018 school year.
11. The language set forth under Article VII, Section 7.6 regarding the maximum carry-over of personal days shall remain applicable to the three (3) personal days granted to Ms. Hanson at the commencement of the 2017-2018 contract year.

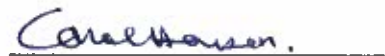
12. The Union and Ms. Hanson agree to withdraw the grievance.
13. This Memorandum of Agreement shall neither establish a past practice nor a precedent with respect to the carry-over of personal days from one contract year to the subsequent contract year, any of the issues raised in the grievance or as set forth herein.


Francine Coss, Superintendent
Thomaston Board of Education


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

Dated: 10/10/17

Dated: 10-10-2017


Carol Hanson

Dated: 10.12.17