

## **Memorandum of Agreement**

The Thomaston Board of Education (hereinafter the "Board") and the Thomaston Education Association (hereinafter the "Union") hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2013 through June 30, 2016.

2. Article 14, Section 14.7.2 states:

Teachers shall be provided with parent teacher conference schedules two (2) days before the scheduled conference.

On conference days teachers shall have a lunch of not less than sixty (60) minutes. Such sixty (60) minutes shall not be contiguous. Rather, thirty (30) minutes shall be during the normal lunch hours and thirty (30) minutes shall be post-dismissal.

3. Article 20, Section 20.1 states:

If the duty free lunch period is shortened for any bargaining unit members, from the length of the duty free lunch period in school year 1984-85 the Board shall compensate the teacher at his/her per diem rate divided by seven hours, equals per hour rate of pay.

4. Although the language set forth under Article 14, Section 14.7.2 shall remain a part of the July 1, 2016 through June 30, 2019 collective bargaining agreement between the parties, the following language shall be utilized in lieu of the current language during the July 1, 2016 through June 30, 2019 contract years:

Teachers shall be provided with parent teacher conference schedules two (2) days before the scheduled conference.


On conference days teachers shall have a lunch of not less than sixty (60) minutes. Such sixty (60) minutes shall not be contiguous. Rather, no less than twenty (20) minutes shall be during the normal lunch hours and the balance shall be post-dismissal.

5. Additionally, although the language set forth under Article 20, Section 20.1 shall remain a part of the July 1, 2016 through June 30, 2019 collective bargaining agreement between the parties, the following language shall be utilized in lieu of the current language set forth under paragraph 2 herein during the July 1, 2016 through June 30, 2019 contract years:

Teachers shall have a duty free lunch of thirty (30) minutes, except on early dismissal and delayed opening days.

On early dismissal and delayed opening days, the duty free lunch shall be no less than twenty (20) minutes.

6. The parties agree that this Memorandum of Agreement and the parties agreement to the language set forth in paragraphs 4 and 5 herein during the July 1, 2016 through June 30, 2019 contract years shall not be introduced by either party during interest arbitration for successor collective bargaining agreements between the parties.
7. The Board and the Union agree that this Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent with respect to Article 14, Section 14.7.2, Article 20, Section 20.1, the duration of a teacher's duty free lunch or any other issue set forth herein.

  
\_\_\_\_\_  
Francine Coss  
Thomaston Board of Education

  
\_\_\_\_\_  
Pat Henderson  
Thomaston Board of Education

Dated: 12/22/15

Dated: 12/22/15