

## Memorandum of Agreement

The Thomaston Board of Education (hereinafter the "Board") and Local 1303-97 of Connecticut Council 4, American Federation of State, County and Municipal Employees, AFLCIO (hereinafter the "Union") (collectively "the parties") hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2015 to June 30, 2016.
2. Currently the parties are engaged in negotiations over a successor agreement to the contract that expired on June 30, 2016.
3. With the 2016-2017 school year scheduled to commence on August 31, 2016 and the parties continuing to negotiate over the successor agreement, a successor agreement will not be reached prior to the commencement of the 2016-2017 school year.
4. The current contract states under Article IV, Section 4.0:

The regular work days shall be as follows:

- Secretaries/Nurses - seven (7) hours paid time plus a one-half ( $\frac{1}{2}$ ) hour unpaid lunch break (no additional breaks)
5. The parties have reached a tentative agreement wherein all full-time school secretaries and nurses will work a seven and one-half ( $7\frac{1}{2}$ ) hour work day plus a one-half ( $\frac{1}{2}$ ) hour unpaid lunch break (with no additional breaks) in lieu of the current seven (7) hour work day.
  6. Accordingly, in order for such increase in work hours to be in place in time for the commencement of the 2016-2017 school year, the parties agree that the three (3) lead secretaries and three (3) school nurses will commence working a seven and one-half ( $7\frac{1}{2}$ ) hour work day on August 31, 2016.
  7. Such work hours shall remain applicable for the duration of the 2016-2017 contract year (and subsequent contract years) unless the parties agree to modify the hours during collective bargaining over successor collective bargaining agreement(s) (or if the parties agree to address it at any other time).

8. Additionally, in the event that a secretary and/or a nurse's regular work hours is seven and one-half (7.5) hours, remuneration for paid time off the employee is eligible for under the applicable terms of the collective bargaining agreement between the Board and the Union (Holidays under Article V, Vacation Days under Article VI and Sick Days, Funeral Leave, Jury Duty and Personal Days under Article VII) shall be based on the employee's regular seven and one-half (7.5) work day.

DATED: <sup>sep 1</sup> August \_\_, 2016

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**FOR THE BOARD**



**FOR THE UNION**

*Chadwick Hamy*  
*David H. Tester AFSCME*  
*Council 4*  
*Representative*