

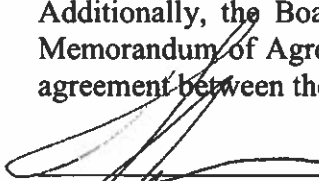
Memorandum of Agreement

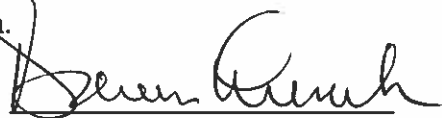
The Thomaston Board of Education (hereinafter the “Board”) and Local 1303-97 of Connecticut Council 4, AFSCME, AFL-CIO (hereinafter the “Union”) hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement dated July 1, 2021 through June 30, 2025.
2. Effective with the 2020-2021 school year, the State of Connecticut (hereinafter the “State”) required public schools to designate an employee to serve as a “COVID-19 Health and Safety Compliance Liaison.”
3. To comply with the State’s directive, the Board created a COVID-19 Health and Safety Compliance Liaison position.
4. The COVID-19 Health and Safety Compliance Liaison position was filled by a bargaining unit member.
5. The agreement between the Board and the Union regarding the COVID-19 Health and Safety Compliance Liaison position was memorialized in a Memorandum of Agreement.
6. As set forth in the Memorandum of Agreement, the Board and the Union agreed that the COVID-19 Health and Safety Compliance Liaison position would continue to be filled until such time as the State no longer required the Board to maintain a COVID-19 Health and Safety Compliance Liaison.
7. When the State no longer requires school districts to employ a COVID-19 Health and Safety Compliance Liaison, the Board intends to continue to employ a bargaining unit member to perform the duties and responsibilities similar to those of the COVID-19 Health and Safety Compliance Liaison position.
8. Accordingly, the Board has established a District Medical Liaison/Nurse Coordinator position.
9. Appendix A of the collective bargaining agreement states, in relevant part:

The Nurse Coordinator shall receive a stipend of one thousand dollars (\$1,000.00) annually.
10. The District Medical Liaison/Nurse Coordinator position will replace the current Nurse Coordinator/ COVID-19 Health and Safety Compliance Liaison and will assume the duties and responsibilities of the Nurse Coordinator/COVID-19 Health and Safety Compliance Liaison.

11. Appendix A of the collective bargaining agreement will therefore be modified by deleting the language that states “the Nurse Coordinator shall receive a stipend of one thousand dollars (\$1,000.00) annually” since it will no longer apply.
12. In lieu of the language from Appendix A referenced above regarding the Nurse Coordinator and the Nurse Coordinator stipend, the following language will be used for the 2022-2023 contract year:
 - District Medical Liaison/Nurse Coordinator \$42.52
13. The District Medical Liaison/Nurse Coordinator wage rate shall be prospective from the date the bargaining unit employee is assigned to the position.
14. The bargaining unit employee assigned to the District Medical Liaison/Nurse Coordinator position will be the employee acting as the Nurse Coordinator as of the date that this Memorandum of Agreement is fully executed by the Board and the Union.
15. Since the District Medical Liaison/Nurse Coordinator position is a bargaining unit position, the agreed to three percent (3%) general wage increases for the 2023-2024 and 2024-2025 contract years as set forth in Appendix A of the collective bargaining agreement shall be applied to the District Medical Liaison/Nurse Coordinator position.
16. This Memorandum of Agreement shall be affixed to the collective bargaining agreement dated July 1, 2021 through June 30, 2025, and, therefore, shall be considered a part of the collective bargaining agreement.
17. Additionally, the Board and the Union agree that the relevant terms set forth in this Memorandum of Agreement shall be incorporated in the successor collective bargaining agreement between the Board and the Union.


 Francine Coss, Superintendent
 Thomaston Board of Education


 Doreen French, President
 Local 1303-97 of Connecticut
 Council 4, AFSCME, AFL-CIO

Dated: 4/24/2023

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