

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the "Agreement") is entered into by and between the Thomaston Board of Education (the "Board"), Local 1303-97 of Connecticut Council 4 American Federation of State, County and Municipal Employees AFL-CIO ("AFSCME"), the Thomaston Education Association (the "Association"), and Francis Embardo (the "Employee"), which are sometimes hereinafter referred to as "the parties."

WHEREAS, the Board and AFSCME are parties to a collective bargaining agreement covering the period of July 1, 2025, through June 30, 2029 (the "AFSCME Contract"); and

WHEREAS, the Board and the Association are parties to a collective bargaining agreement covering the period of July 1, 2026, through June 30, 2029 (the "Association Contract"); and

WHEREAS, the Employee is a certified teacher; and

WHEREAS, the Employee is a member of AFSCME and his terms and conditions of employment shall be governed by the AFSCME Contract, except as otherwise set forth herein; and

WHEREAS, the Employee shall serve in a role as a certified teacher and a paraprofessional for the 2026-2027 school year.

NOW, THEREFORE, the parties agree as follows:

1. For the 2026-2027 school year, the Employee shall serve as a paraprofessional for four (4) hours and forty (40) minutes each school day. While serving as a paraprofessional, the Employee shall be compensated at the hourly rate of \$18.97.
2. The Employee shall also teach one (1) Spanish class per school day for an eighty-one (81) minute block and shall receive a forty-five (45) minute preparation period each school day. His preparation period shall be from 8:50 a.m. to 9:35 a.m. While serving as a certified teacher, the Employee shall be compensated at the hourly rate of \$75.58.
3. The Employee's daily rate, reflecting his combined paraprofessional and teacher compensation, shall be \$247.25 for any applicable paid leave to which he is entitled under the AFSCME Contract.
4. The Employee shall be entitled to health benefits in accordance with Article XII of the AFSCME Contract, notwithstanding any language in the AFSCME Contract that would indicate otherwise.
5. The provisions set forth in this Agreement shall not establish a practice or precedent in any respect.

6. The Association and AFSCME expressly waive any and all rights to file a grievance or complaint in any forum in connection with this matter.
7. This agreement shall be effective only for the 2026-2027 school year, and shall expire on June 30, 2027.

**THOMASTON
BOARD OF EDUCATION**


Francine Coss, Superintendent

September 3, 2026

Date

**THOMASTON
EDUCATION ASSOCIATION**


Heidi Laus, President

9-1-26

Date

**Local 1303-97 of Connecticut Council 4
AFSCME, AFL-CIO**


Doreen French, President

9/3/26

Date

EMPLOYEE


Francis Embardo

Sept. 3

Date