

### 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. Article X, Section 10.1 B. of the aforementioned collective bargaining agreement states:

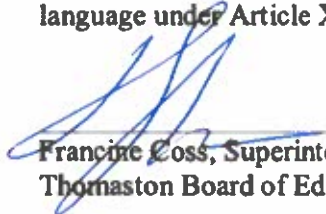
New hires shall be paid ten percent (10%) less than the position pay rate for their period of probation, pursuant to Article III, Section 3.1.

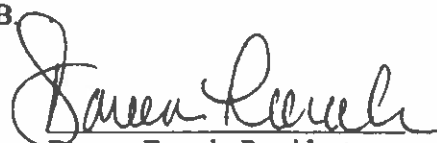
3. The Board and the Union agree that effective upon the execution of this Agreement, the language under Article X, Section 10.1. B. shall not be applied prospectively to current probationary employees and all new hires until a successor collective bargaining agreement is ratified by the Union and approved by the Board.

4. Accordingly, effective upon the execution of this Agreement all current probationary employees and new hires will be paid at the regular hourly pay rates set forth in Appendix A prospectively.

5. During successor contract negotiations, changes to the language under Article X, Section 10.1 B. may be proposed by either party. If no changes are agreed to, the terms in the current collective bargaining agreement shall remain in effect.

6. The parties agree that this Memorandum of Agreement and the terms and conditions set forth herein shall neither establish a past practice nor a precedent with respect to the language under Article X, Section 10.1. B.

  
Francine Coss, Superintendent  
Thomaston Board of Education

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

Dated: 9/25/2025

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