

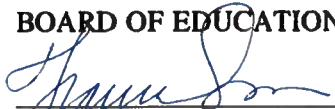
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Thomaston Board of Education (the "Board") and Local 1303-97 of Connecticut Council 4 American Federation of State, County and Municipal Employees AFL-CIO (the "Union"), which are sometimes hereinafter referred to as "the parties." The parties hereby agree to the following:

1. The Board and the Union are parties to a collective bargaining agreement covering the period of July 1, 2021 to June 30, 2025 (the "Contract") and are currently in the process of negotiating a successor agreement to tentatively cover the period from July 1, 2025 through June 30, 2029.
2. The Board eliminated the part-time secretary position for the Director of Curriculum from the budget for the 2026-2027 school year.
3. The parties agree that a twelve-month secretary employed by the Board shall have the opportunity to take on additional responsibilities related to the curriculum department, which are set forth in attached position description.
4. The parties agree that the Board shall have full authority and discretion to determine which twelve-month secretary shall take on these additional duties, based on the bargaining unit members that apply for the position and based on Section 3.2 of the Contract.
5. The parties agree that the secretary that takes on these duties shall be paid an additional \$4.09 per hour in addition to the employee's regular rate of pay.
6. The parties agree that the additional responsibilities shall not interfere with the employee's regular work and shall occur at their regular work location.
7. The employee's evaluator shall be the Interim (or permanent) Director of Curriculum, Instruction and Student Assessment.
8. The parties agree that except as otherwise set forth in this Agreement, all other terms and conditions of employment in effect for the employee shall remain as set forth in the Contract.
9. The Union expressly waives any and all rights to file a grievance or prohibited practice complaint related to the above matter, except to enforce the terms of this Agreement.
10. The provisions set forth in this Agreement shall not establish a practice or precedent in any respect.

11. This agreement shall be effective for the 2026-2027 school year only and shall expire on June 30, 2027.

THOMASTON
BOARD OF EDUCATION


Francine Coss, Superintendent

June 24, 2026

Date

LOCAL 1303-97 of CT COUNCIL 4
AFSCME AFL-CIO


Brian McCarthy, Acting President

^{Bm}
JUNE* 7/23/26

Date