

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by and between the Canton Board of Education (the "Board") and the Canton Federation of Education Personnel, AFT-CT, AFT, AFL-CIO (the "Union"), referred to collectively as the "parties."

WHEREAS, Public Act 24-8 (codified in Connecticut General Statutes Section 31-57r et seq.) provides that effective January 1, 2025, employees may use up to forty (40) hours of sick leave per year in one (1) hour increments; and

WHEREAS, the parties agree that the July 1, 2024 through June 30, 2027 collective bargaining agreement (the "CBA") should be modified in accordance with the above-referenced statutory provision; and

WHEREAS, as a separate matter unrelated to Public Act 24-8, the parties wish to provide a trial period during which employees shall have the right to use any accrued and/or accumulated sick leave in one (1) hour increments; and

WHEREAS, as an additional separate matter unrelated to Public Act 24-8, the parties mutually agree that it is in the best interests of the district, the Union and the employees to enable employees to use personal leave in one hour increments.

NOW, THEREFORE, the parties agree as follows:

1. Effective January 1, 2025, Section 15.2.D of the parties' collective bargaining agreement shall be modified to provide as follows:

Sick leave may be used in half or full day increments. **However, to the extent Connecticut General Statutes Section 31-57r et seq. requires that the Board provide sick leave to employees in accordance with that law, the first forty (40) hours of sick leave per contract year (July 1 through June 30) may be used in one (1) hour increments.**

2. Effective July 1, 2025, Section 15.3.A of the parties' collective bargaining agreement shall be modified to provide as follows:

Personal days may be used in ~~half or full day~~ **one (1) hour** increments for urgent personal matters that cannot be scheduled outside of normal work hours, including death in the immediate family, mandatory attendance at legal proceedings and religious holidays.

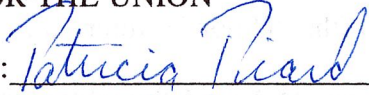
3. This MOA shall have no effect on any other provision of the parties' collective bargaining agreement, and all of such other provisions shall remain in full force and effect.

FOR THE BOARD

By: 

Date: 10/15/25

FOR THE UNION

By: 

Date: 10/8/25