

Memorandum of Agreement

The Thomaston Board of Education (hereinafter the “Board”), the Thomaston Education Association (hereinafter the “TEA”), and Ms. Susan Larson (hereinafter “Ms. Larson”) agree to the following:

1. The Board and the TEA are parties to a collective bargaining agreement dated July 1, 2026 through June 30, 2029.
2. Ms. Larson is employed by the Board as an intervention teacher.
3. Ms. Larson is agreeable to completing the Alternative Route to Teacher Certification (hereinafter “ARC”) for a Library Media Specialist Certificate (hereinafter “LMS Certificate”).
4. The Board is agreeable to reimbursing Ms. Larson the full tuition cost for the ARC program in order for Ms. Larson to fill the Library Media Specialist position at Thomaston Center School.
5. Reimbursement to Ms. Larson will be paid within thirty (30) calendar days from the date that Ms. Larson receives her LMS Certificate. Proper paperwork for the LMS Certificate must be submitted by Ms. Larson in order for her to receive reimbursement.
6. As a condition of receiving reimbursement, Ms. Larson agrees to either: (a) remain employed by the Board for two (2) years from the date she receives reimbursement; or (b) repay the Board the amount of reimbursement paid to her by the Board.
7. At the time that Ms. Larson is provided with the tuition reimbursement, she is required to execute a Tuition Reimbursement Form wherein she agrees to the terms set forth herein regarding reimbursement to the Board. Repayment can be waived by the Board, in its discretion, under certain circumstances.
8. This Memorandum of Agreement shall apply to Ms. Larson in lieu of the Memorandum of Agreement between the Board and the TEA dated on or about October 19, 2023 regarding tuition reimbursement and shall be applicable only to Ms. Larson.
9. Accordingly, Ms. Larson is not eligible for any additional reimbursement from the Board under the terms of the Memorandum of Agreement between the Board and the TEA dated on or about October 19, 2023.

10. The Board and the TEA agree that this Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent.


Superintendent
For the Board

Date 8/7/2026



Heidi Laus, President
For the Association

Date 8/7/26

Susan Larson

Susan Larson

Date August 6, 2026