

Memorandum of Agreement

The Thomaston Board of Education (hereinafter the "Board") and the Thomaston Education Association (hereinafter the "TEA") agree to the following:

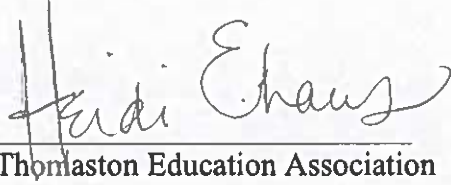
1. The Board and the TEA are parties to a collective bargaining agreement dated July 1, 2026 through June 30, 2029.
2. The Board employs a Curriculum Director who is responsible for, among other things, overseeing Multi-Language ("ML" formerly referred to as "TESOL/ESL") programming for the District.
3. The Curriculum Director currently employed by the Board has submitted notice that her last day of work for the Board was on November 5, 2025.
4. The Board will be employing an Interim Curriculum Director.
5. The Board will be assigning the majority of duties and responsibilities of the Curriculum Director to the Interim Curriculum Director.
6. The Interim Curriculum Director will not, however, perform duties related to overseeing ML programming for the District since the Interim Curriculum Director would require training in order to perform the ML programming duties and responsibilities for the School District.
7. Ms. Suzie Heiland Valente (hereinafter "Ms. Heiland Valente") is employed by the Board as a full-time teacher.
8. Ms. Heiland Valente is a trained ML teacher who is currently overseeing ML programming at Black Rock School.
9. Since Ms. Heiland Valente is a trained ML teacher and the Interim Curriculum Director would require training in order to be able to perform ML programming, the Board will assign the ML programming normally performed by the Curriculum Director to Ms. Heiland Valente instead of assigning it to the Interim Curriculum Director.
10. Ms. Heiland Valente shall receive a stipend equal to that of a team leader of three thousand four hundred eighty-two dollars (\$3,482.00) to perform the additional ML

programming while she performs the additional ML programming duties.

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


Thomaston Board of Education

10/22/26
Dated


Thomaston Education Association

10/20/26
Dated