

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Thomaston Board of Education (the "Board") and the Thomaston Education Association (the "Association"), which are sometimes hereinafter referred to as "the Parties." The Parties hereby agree to the following:

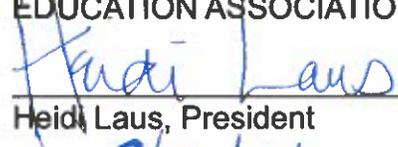
1. The Board and the Association are parties to a collective bargaining agreement covering the period of July 1, 2022 to June 30, 2026 (the "Contract").
2. The Board and the Association believe it is in the best interests of the Thomaston Public Schools that the Board engage a consultant to provide services in the area of curriculum development.
3. Pursuant to an agreement with the Board, Susan Santovasi ("Ms. Santovasi"), who was formerly a classroom teacher employed by the Board and a member of the Association, shall serve as a consultant and perform such curriculum development services for the Board for the remainder of the 2025-2026 school year (i.e., through June 30, 2026).
4. Ms. Santovasi shall not be a member of the Association during the term of her engagement as a consultant for the Board during the 2025-2026 school year and shall not be subject to the terms and conditions of the Contract.
5. The Association expressly waives any and all rights to file a grievance or complaint in any forum in connection with this matter, including but not limited to grievances or complaints related to the unlawful subcontracting or transfer of bargaining unit work, except to enforce the terms of this Agreement.
6. The provisions set forth in this Agreement shall not establish a practice or precedent in any respect.
7. This agreement shall be effective for the remainder of the 2025-2026 school year only and shall expire on June 30, 2026.

THOMASTON  
BOARD OF EDUCATION

  
\_\_\_\_\_  
Francine Coss, Superintendent

2/4/2026  
\_\_\_\_\_  
Date

THOMASTON  
EDUCATION ASSOCIATION

  
\_\_\_\_\_  
Heidi Laus, President

2/2/26  
\_\_\_\_\_  
Date