Memorandum of Agreement

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

1. The Board and the TEA are parties to a collective bargaining agreement dated July 1, 2022 through June 30, 2026.

2. The Board and the TSAA are parties to a collective bargaining agreement dated July 1, 2023 through June 30, 2027.

3. Ms. Jennifer Preuss (hereinafter "Ms. Preuss") is employed by the Board as the Director of Curriculum and Instruction.

4. Ms. Preuss is a member of the TSAA.

5. Ms. Preuss has provided notice to the Board that her last day of work for the Board will be November 5, 2025.

6. Ms. Pamela Nascimento (hereinafter "Ms. Nascimento") is a full-time teacher employed by the Board.

7. Ms. Nascimento is a member of the TEA.

8. Ms. Nascimento's current annual salary as a full-time teacher is ninety-one thousand eight hundred forty-two dollars ($91,842.00).

9. Ms. Nascimento's current per diem rate is four hundred ninety-six dollars and forty-four cents ($496.44).

10. Ms. Nascimento currently works a regular workload.

11. Commencing on November 6, 2025, with the exception of decision-making responsibilities related to the evaluation of staff or programs, Ms. Nascimento will perform the additional agreed upon duties of the Director of Curriculum and Instruction as part of her regular workday.

12. Performing the additional duties of the Director of Curriculum and Instruction as part of Ms. Nascimento's regular workday will result in an additional workload that warrants additional remuneration.

13. Ms. Nascimento will receive the difference between eighty-five percent (85%) of the Director of Curriculum's salary on a per diem basis and her current per diem rate for performing the additional duties of the Director of Curriculum and Instruction as part of her regular workday.

14. The Director of Curriculum's current salary is one hundred fifty-nine thousand eight hundred seventy-five dollars ($159,875.00). Eighty-five percent (85%) of one hundred fifty-nine thousand eight hundred seventy-five dollars ($159,875.00) equates to one hundred thirty-five thousand eight hundred ninety-three dollars and seventy-five cents ($135,893.75).

15. The per diem rate of the Director of Curriculum and Instruction based on one hundred thirty-five thousand eight hundred ninety-three dollars and seventy-five cents ($135,893.75) is six hundred seventeen dollars and seventy cents ($617.70).

16. The difference between Ms. Nascimento's current per diem rate of four hundred ninety-six dollars and forty-four cents ($496.44) and the per diem rate for the Director of Curriculum and Instruction of six hundred seventeen dollars and seventy cents ($617.70) is one hundred twenty-one dollars and twenty-six cents ($121.26).

17. Accordingly, in order to renumerate Ms. Nascimento for performing the additional duties of the Director of Curriculum and Instruction during her regular workday, Ms. Nascimento will be paid an additional one hundred twenty-one dollars and twenty-six cents ($121.26) per workday commencing on November 6, 2025.

18. This additional remuneration will be included as part of Ms. Nascimento's weekly wages.

19. Ms. Nascimento will receive the additional remuneration of one hundred twenty-one dollars and twenty-six cents ($121.26) per workday until she is advised by the Superintendent of Schools, in writing, that she is no longer being requested to perform these additional duties.

20. If Ms. Nascimento is required to and authorized, in writing, in advance, by the Superintendent of Schools or her designee to perform work related to the additional duties of the Director of Curriculum and Instruction beyond her regular seven hour and fifteen minute (7.25) hour workday, she shall be paid at a rate of eighty-five dollars and twenty cents ($85.20) per hour for work performed beyond her regular workday.

21. This Agreement shall expire no later than June 30, 2026.

22. 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.

Francine Coss, Superintendent
For the Board

11/6/2025
Date

Heidi Laus

Heidi Laus, President
For the Association

11/6/25
Date

Jonathan Kozlak, President
For the Thomaston School
Administrators Association

11/6/25
Date