

Memorandum of Agreement

This Memorandum of Agreement (the “Agreement”) is entered into by and between the Thomaston Board of Education (hereinafter the “Board”), the Thomaston Education Association (hereinafter the “TEA”), the Thomaston School Administrators Association (hereinafter the “TSAA”), and Tammy Dumas which are sometimes hereinafter collectively referred to as “the parties.” The parties hereby 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, and a successor agreement dated July 1, 2026, through June 30, 2029.
2. The Board and the TSAA are parties to a collective bargaining agreement dated July 1, 2023, through June 30, 2027.
3. Tammy Dumas is employed by the Board as a full-time special education teacher and is a member of the TEA.
4. The Director of Pupil Services, a member of the TSAA, has resigned from her employment with the Board, and her last date of employment shall be July 29, 2026.
5. The Board is actively seeking a permanent replacement for the Director of Pupil Services and has recently extended an offer of employment to a qualified candidate.
6. From July 1, 2026, through August 31, 2026 (the “Term of this Agreement”), the parties agree that Tammy Dumas shall serve as the Interim Director of Pupil Services and shall perform certain duties of the Director of Pupil Services, excluding any decision-making, evaluative, or supervisory responsibilities. The job duties for this position are outlined in the Job Description attached to this Agreement.
7. During the Term of this Agreement, Tammy Dumas shall be paid at a per diem rate equaling eighty-five percent (85%) of the salary for the Director of Pupil Services for the 2026-2027 school year, which equals Six Hundred Thirty-Six Dollars and Twenty-Three Cents (\$636.23) per workday.
8. For the first week of the 2026-2027 school year, August 24, 2026 – August 28, 2026, and on August 31, 2026, Tammy Dumas shall be expected to serve in her role as a special education teacher in addition to performing the identified duties of the Interim Director of Pupil Services.
9. The parties agree that as of September 1, 2026, Tammy Dumas shall be relieved of any duties of the Interim Director of Pupil Services.
10. The parties agree that except as otherwise set forth in this Agreement, all other terms and conditions (including but not limited to all benefits) in effect for Tammy Dumas based on her employment as a teacher shall remain in effect as set forth in the Agreement between the Board and the TEA throughout the term of this MOU.

11. The parties agree that this Agreement and the terms set forth herein shall neither establish a past practice nor a precedent.
12. The terms of this Agreement are recognized as a joint agreement by the parties, and the terms shall not be subject to any grievance or any administrative, judicial, or other challenge, except where necessary to enforce the specific terms of the Agreement.
13. This Agreement shall expire no later than August 31, 2026.

For the Board:



Francine Coss, Superintendent

Date: July 15, 2026

For the Thomaston Education Association:



Heidi Laus, President

Date: 7/15/2026

For the Thomaston School Administrators Association:



Jonathan Kozlak, President

Date: 7/15/26

For the Employee:



Tammy Dumas

Date: 7/15/26