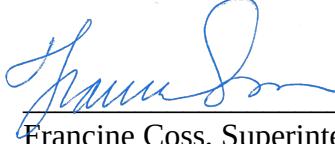


Memorandum of Agreement

The Thomaston Board of Education (hereinafter the “Board”) and the Thomaston Education Association (hereinafter the “Association”) agree to the following:

1. The Board and the Association are parties to a collective bargaining agreement dated July 1, 2022 through June 30, 2026.
2. Ms. Catherine Callahan (hereinafter “Ms. Callahan”) is a .60 FTE physical education teacher employed by the Board.
3. Ms. Callahan is a member of the Association.
4. As a .60 FTE physical education teacher, Ms. Callhan works three (3) days per regular work week.
5. In addition to her duties as a physical education teacher, Ms. Callahan is willing to act as a building substitute for two (2) days per regular work week during the 2025-2026 school year.
6. While acting as the building substitute, Ms. Callahan shall receive a per diem rate of two hundred and twenty-five dollars and forty cents (\$225.40) per day she performs work as a building substitute in addition to her regular salary as a .60 FTE physical education teachers.
7. The days of the week that Ms. Callahan will be assigned to work as the building substitute will be provided to Ms. Callahan by Human Resources.
8. Ms. Callahan shall continue to receive benefits based on her .60 FTE physical education teacher position. Accordingly, acting as the building substitute shall not impact Ms. Callahan’s eligibility for any benefits set forth in the collective bargaining agreement dated July 1, 2022 through June 30, 2026.
9. Any remuneration received by Ms. Callahan for acting as the building substitute shall not be considered wages for purposes of the Teachers Retirement Board.
10. At any time during the 2025-2026 school year, the Board may decide to discontinue using Ms. Callahan as the building substitute and Ms. Callhan may elect to no longer act as the building substitute.

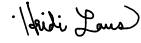
11. The Board and the Association agree that this Memorandum of Agreement and the terms set forth herein shall neither establish a past practice nor a precedent.



Francine Coss, Superintendent
For the Board

8/15/2025

Date



Heidi Laus, President
For the Association

8/15/2025

Date