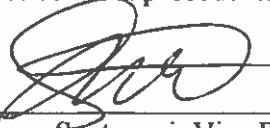## Memorandum of Agreement

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. Mr. Seth Murphy (hereinafter "Mr. Murphy") is employed by the Board as a full-time teacher.

3. Mr. Murphy is currently on paid administrative leave.

4. Ms. Heidi Laus (hereinafter "Ms. Laus") is a full-time teacher employed by the Board.

5. Ms. Laus is a member of the Association.

6. Ms. Laus's regular workload is six (6) classes.

7. Ms. Laus has agreed to enter grades for four (4) of Mr. Murphy's classes while Mr. Murphy is out of work on paid administrative leave.

8. Entering grades for the four (4) classes will result in an additional workload that warrants remuneration equal to teaching one (1) additional course.

9. Ms. Laus's current per diem rate of pay based on her annual salary of ninety-four thousand six hundred eighty-four dollars ($94,684.00) is five hundred eleven dollars and eighty-one cents ($511.81).

10. Based on Ms. Laus's per diem rate of pay, her daily rate for teaching one (1) additional course is eighty-five dollars and thirty cents ($85.30).

11. In order to renumerate Ms. Laus for entering grades, Ms. Laus will be paid an additional eighty-five dollars and thirty cents ($85.30) per workday.

12. This additional remuneration will be included as part of Ms. Laus's weekly wages.

13. Ms. Laus will continue to enter grades for the aforementioned four (4) classes until: (a) Mr. Murphy returns to work; or (c) upon mutual agreement between Ms. Laus, the Union and the Superintendent of Schools.

14. 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

Susan Santovasi, Vice President
For the Association

11/15/23
Date

11/15/23
Date