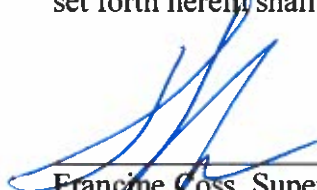


Memorandum of Agreement

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. Breanna Riollano (hereinafter “Ms. Riollano”) is a full-time teacher employed by the Board.
3. Ms. Riollano is a member of the Association.
4. Ms. Riollano’s regular workload is six (6) classes.
5. Mr. Jonathan MacIsaac (hereinafter “Mr. MacIsaac”) was employed by the Board as a full-time teacher concentrating in business courses who separated from employment with the Board on September 22, 2023.
6. Ms. Riollano has been acting as the Teacher of Record for all business courses previously performed by Mr. MacIsaac since September 25, 2023.
7. Ms. Riollano will continue to act as the Teacher of Record for all business course through December 22, 2023.
8. Acting as the Teacher of Record for all business courses has resulted in an additional workload that warrants remuneration equal to teaching one (1) additional course.
9. Ms. Riollano’s current per diem rate of pay based on her annual salary of sixty-three thousand six hundred fifty-three dollars (\$63,653.00) is three hundred forty-four dollars and seven cents (\$344.07).
10. Based on Ms. Riollano’s per diem rate of pay, her daily rate for teaching the equivalent of one (1) additional course is fifty-seven dollars and thirty-five cents (\$57.35).
11. In order to renumerate Ms. Riollano for acting as the Teacher of Record for all business courses for the period from September 25, 2023 through December 22, 2023, Ms. Riollano will be paid an additional fifty-seven dollars and thirty-five cents (\$57.35) for each workday.
12. Accordingly, Ms. Riollano will be paid a total of three thousand three hundred eighty-three dollars and sixty-five cent (\$3,383.65) for acting as the Teacher of Record for business courses through December 22, 2023.

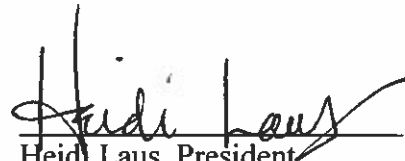
13. Ms. Riollano will receive a retroactive payment for the fifty-seven dollars and thirty-five cents (\$57.35) per workday in a lump sum for the period from September 25, 2023 through the execution of this Agreement.
14. If Ms. Riollano ceases acting as the Teacher of Record for all business courses prior to December 22, 2023, Ms. Riollano will no longer receive the additional remuneration.
15. Currently, Travis Ryan (hereinafter "Mr. Ryan") is acting as a substitute for business courses.
16. If Mr. Ryan does not qualify for a DSAP certification by December 22, 2023, Ms. Riollano will continue to act as the Teacher of Record for business courses at the above noted per course per diem rate of fifty-seven dollars and thirty-five cents (\$57.35) until a permanent substitute is hired by the Board.
17. This additional remuneration for acting as the Teacher of Record for all business courses for the period after the execution of this Agreement will be included as part of Ms. Riollano's weekly wages.
18. 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

10/24/23

Date



Heidi Laus, President
For the Association

10|24|23

Date