

## **Memorandum of Agreement**

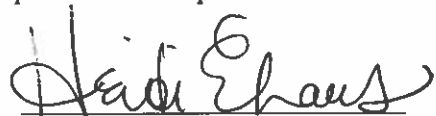
The Thomaston Board of Education (hereinafter the “Board”) and the Thomaston Education Association (hereinafter the “Association”) agree to the following:

1. The Board and the Association are parties to a collective bargaining agreement dated July 1, 2022 through June 30, 2026.
2. Ms. Theresa Tortorici (hereinafter “Ms. Tortorici”) is a full-time teacher employed by the Board as a Special Education Teacher at Thomaston High School.
3. Ms. Tortorici is a member of the Association.
4. Ms. Janice Ellis (hereinafter “Ms. Ellis”), a teacher at Thomaston High School, will be out on administrative leave for a period of time during the 2023-2024 school year.
5. Commencing on March 20, 2024, Ms. Tortorici has agreed to act as the Teacher of Record for Ms. Ellis’s math classes.
6. As the Teacher of Record, Ms. Tortorici enters grades and plans lessons for Ms. Ellis’s classes.
7. Acting as the Teacher of Record for Ms. Ellis’s classes has resulted in an additional workload that warrants remuneration equal to teaching one (1) additional course.
8. Ms. Tortorici’s current per diem rate of pay based on her annual salary of forty-eight thousand three hundred fifty-four dollars (\$48,354.00) is two hundred sixty-four dollars and thirty-seven cents (\$261.37).
9. Based on Ms. Tortorici’s per diem rate of pay, her daily rate for teaching the equivalent of one (1) additional class is forty-eight dollars and fifty-six cents (\$43.56).
10. In order to remunerate Ms. Tortorici for acting as the Teacher of Record for Ms. Ellis’s math classes, Ms. Tortorici will be paid an additional forty-eight dollars and fifty-six cents (\$43.56) per workday retroactive to March 20, 2024.
11. This additional remuneration will be included as part of Ms. Tortorici’s weekly wages.
12. Ms. Tortorici will continue to enter student grades and plan lessons for Ms. Ellis’s classes and will receive the additional remuneration until:
  - (a) Ms. Ellis returns to work; or
  - (b) upon mutual agreement between Ms. Tortorici, the Union and the Superintendent of Schools.

13. Accordingly, in the event that Ms. Tortorici ceases to act as the Teacher of Record for Ms. Ellis's math classes during the 2023-2024 school year, Ms. Tortorici will no longer receive the additional remuneration.

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.

  
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Francine Coss, Superintendent  
For the Board

  
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Heidi Laus, President  
For the Association

4/12/24  
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