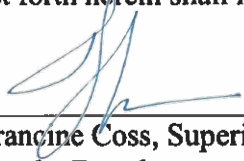


Memorandum of Agreement

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

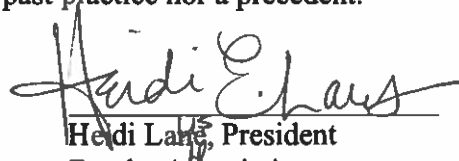
1. The Board and the Association are parties to a collective bargaining agreement dated July 1, 2022 through June 30, 2026.
2. The Library Media Specialist employed by the Board is currently out of work on child rearing leave.
3. The employee regularly employed by the Board as the Library Media Specialist is scheduled to return to work on January 12, 2024.
4. Ms. Megan Kellogg (hereinafter “Ms. Kellogg”) is a full-time teacher employed by the Board.
5. Ms. Kellogg is a member of the Association.
6. Ms. Kellogg’s regular workload is six (6) classes.
7. Ms. Kellogg has agreed to perform the duties and responsibilities of the Library Media Specialist until the employee regularly employed by the Board as the Library Media Specialist returns to work on January 12, 2024. This date, however, may change if the regular Library Media Specialist returns to work on a different date.
8. Ms. Kellogg will commence performing the Library Media Specialist’s duties and responsibilities on September 25, 2023.
9. Acting at the Library Media Specialist will result in an additional workload that warrants remuneration equal to teaching one (1) additional course.
10. Ms. Kellogg’s current per diem rate of pay based on her annual salary of eighty-seven thousand seven hundred sixty-seven dollars (\$87,767.00) is four hundred seventy-four dollars and forty-two cents (\$474.42).
11. Based on Ms. Kellogg’s per diem rate of pay, her daily rate for teaching the equivalent of one (1) additional course is seventy-nine dollars and seven cents (\$79.07).
12. In order to renumerate Ms. Kellogg for acting as the Library Media Specialist through January 12, 2024, Ms. Kellogg will be paid an additional seventy-nine dollars and seven cents (\$79.07) per workday.
13. This additional remuneration will be included as part of Ms. Kellogg’s weekly wages.

14. In the event that the regularly employed Library Media Specialist returns to work prior to January 12, 2024, Ms. Kellogg will no longer perform the duties and responsibilities of the Library Media Specialist and will therefore no longer receive the additional remuneration.
15. In the event that the regularly employed Library Media Specialist does not return to work on or before January 12, 2024, and Ms. Kellogg continues to perform the duties and responsibilities of the Library Media Specialist, Ms. Kellogg will continue to receive the additional seventy-nine dollars and seven cents (\$79.07) per workday until the regular Library Media Specialist returns work.
16. 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

September 26, 2023
Date



Heidi Lane, President
For the Association

9-26-23
Date