

**Letter of Agreement
Between
the Mead School District and
the Mead Classified Employees Association (MCPEA)**

The purpose of this letter of agreement is to set forth the following agreement between the Mead Classified Employees Association and the Mead School District #354.

The parties hereby agree to revise Article I Section A and B as follows:

SECTION A – Definitions

18. The term "Seasonal Custodian" shall be defined as an employee who is hired to work on a seasonal basis for less than a year-round period in a custodial position.

SECTION B – Recognition Clause

2. Casual substitutes (after 30 cumulative days), Long-term substitutes (after 20 consecutive days), and seasonal custodians are also represented by the Association. During their period of employment, these employees shall be afforded only the following provisions of this Agreement:
- a. Casual substitutes after thirty(30) cumulative days:
 - Appendix A - Custodian I, step 1 rate of pay, plus appropriate annual step increases.
 - b. Long term Substitutes after twenty (20) consecutive days:
 - Appendix A – Custodian II, step 1 rate of pay, plus Holidays that fall within the assignment.
 - c. Seasonal Custodians:
 - Appendix A — Custodian II, step 1 rate of pay, plus appropriate annual step increases
 - Article II, Section A - Dues Deduction
 - Article III, Section A – Due Process after the successful completion of the provisional status Article III, Section C
 - Article III, Section J – Holidays (that fall within the Season)
 - On a prorated basis: Article IV - Leaves, except for Sections D, F, J, and K;
 - Article V, Section A - Fringe Benefits
 - The employee shall also have access to a pro-rated share of the clothing allowance after successful completion of the provisional status.
 - Article IV – Grievance Procedure through Step 2 Superintendent or Designee review.

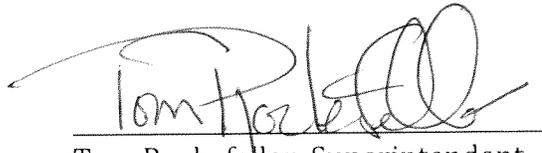
- Article V Section B (4) Fair Labor Standards Act: All work performed within the district shall concur with the Fair Labor Standards Act.

This Letter of Agreement shall be in full force and effect upon signing and shall supersede any existing contract language, and shall expire upon a subsequent agreement of the parties concerning these provisions or ratification of a new collective bargaining agreement.

Dated: October 20, 2017



Michael Lukich, President
Mead Classified Public Employees Association



Tom Rockefeller, Superintendent
Mead School District #354