

**Memorandum of Understanding
Between
the Mead School District and
the Mead Classified Public Employees Association (MCPEA)**

This memorandum of understanding sets forth the following agreement between Mead Classified Public Employees Association and the Mead School District #354.

The parties agree that:

Due to the financial deficits faced by the Mead School District for the 2019-2020 school year, the school board has determined specific positions will be cut from the MCPEA. There are also open positions due to retirements, and filling the sixth grade center's new positions. These changes have resulted in a complete redrafting of all custodial positions within the Mead School District in an effort to ensure we keep as many 8 hour positions as possible.

Therefore, In order to expedite the process of staffing the newly defined positions there will be an open bid fair held at Mead High School in the Library area on July 24, 2019. All positions will be bid as the positions will change significantly.

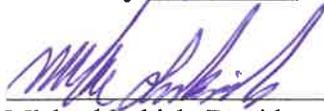
All custodial staff not in the newly hired lead positions will be expected to attend on this day. Individuals that are going to be gone on the day of the bidding process will either need to leave a phone number and they will be called or a proxy can be appointed to bid for the absent employee who can leave preferred choices for bidding. Should an employee be absent on the day of the bidding and not have either left word by proxy or be available via phone, then the employee will be placed by the District in the remaining open position at the completion of all other bids taking place.

Transitions to new positions will then occur on Wednesday July 31, 2019. When selected for a particular position, individuals waive their right to bid on other positions that are also open through this process (i.e. one and done). All employees filling positions at this bid fair will waive their temporary trial period as defined under Article III, Section G (5).

If all open positions are filled, and there are remaining employees without positions, the individual(s) who are lowest on the seniority list will be placed on layoff per Article III, Section D - Layoff and Recall.

This process is intended to address the current budget situation. It is not the intent of either party for any aspect of this agreement to be considered precedent setting and will not be subject to the Grievance Procedure found within the current collective bargaining agreement.

Dated: July 11, 2019



Michael Lukich, President
Mead Classified Public Employees Association



Shawn Woodward, Superintendent
Mead School District #354