




Letter of Agreement
By and between MCPEA and the Mead School District

This Letter of Agreement shall only be in full force and effect for a period of one year, as of the signing date. The District and the Association commit to study the issue of snow duties/workload during L/M meetings working toward mutually agreeable contract language. Meetings shall only be cancelled by mutual agreement between the parties. This agreement places the current grievance on snow removal "on hold" for a period of one year or until resolution.

The following provisions shall be in place and administered in good faith:

1. The District commits to study and purchase yearly, subject to budget constraints, equipment and if necessary storage, that will minimize the workload of custodial staff, and allow for the efficient removal of snow from sidewalks and other areas designated for snow removal.
2. The District commits to offer overtime to all MCPEA bargaining unit members to assist with snow removal, from sidewalks and other areas not designated in the Collective Bargaining Agreement. Overtime will be administered on a first come first served basis until the need is fulfilled.
3. Custodians on regular shifts, will only remove snow from blacktop areas if overtime custodians or outside sources, cannot get to them in a timely manner. Custodians will only be responsible to make a safe walking path to the area needed. The District will make every effort to have these areas cleared by overtime staff and outside sources before utilizing custodians on regular shift.
4. Outside Sources may be used to help remove snow when custodial staffing is not enough to cover responsibilities. This does not transfer duties out of the custodial bargaining unit on a permanent basis nor does it set precedent.
5. When the district determines snow must be removed, custodians who are assigned during their regular shift to remove snow and de-ice walkways and entrances as needed, or clear other areas not specified in the Collective Bargaining Agreement, will receive a minimum of two (2) hours of time paid at time and one-half (1 ½). Time and one-half (1 ½) will be paid for the entire time custodians are engaged in snow removal including de-ice spreading. Routine de-icing that does not occur during a snow day would not be eligible for the time and one-half under this paragraph.
6. This agreement does not create an exception to the current contract language pertaining to double time for work done on Sundays.


Kevin Snyder, MCPEA President


Shawn Woodward, Superintendent

Date: 9-12-19

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