

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

The purpose of this letter of agreement is to set forth the following agreement between the Mead Classified Public Employees Association and the Mead School District #354 as a result of the recent bargaining and in connection with the 2018-2021 Collective Bargaining Agreement.

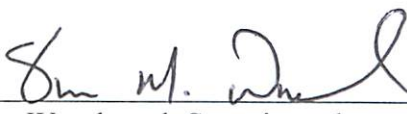
The parties hereby agree to the following as it relates to where certain employees fall and how they are paid during the length of the 2018-2021 contract salary schedules:

- No fulltime member of MCPEA will make less salary than they did in 2018-2019. With that said, the custodians who were working fulltime as a Category #3 level in 2018-2019 will be grandfathered at that salary rate if they find themselves remaining at the Category #3 custodian level on the new 2019-2020 salary schedule (Jerry Lahde, Paul Laing, and Ron Wiese). If this is the case, they will remain at this salary rate until the new salary schedule placement reaches or surpasses the grandfather scale rate. At that time those individuals will be moved to the appropriate corresponding step/longevity placement on Category #3.
- A supplemental pay will be issued to make up the difference in pay (17cents/hr) for the three custodians affected, and that it will be paid monthly throughout the year, or up to the end of their employment should that happen prior to August 2020.

This letter of Agreement shall be effective upon signing, be attached to the current collective bargaining agreement and shall remain in effect until the salary schedules mentioned and/or affected in this agreement have reached or surpassed the grandfather scale rate. This agreement will sunset at the end of the contract period, August 31, 2021.

Dated September 12, 2019

  
\_\_\_\_\_  
Kevin Snyder President  
Mead Classified Public Employees Association

  
\_\_\_\_\_  
Shawn Woodward, Superintendent  
Mead School District #354