

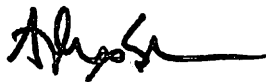
**Letter of Agreement  
Between  
the Mead School District and  
the Mead Extracurricular Employees Association**

This Letter of Agreement sets forth the following understanding between the Mead Extracurricular Employees Association and Mead School District #354. This agreement is entered into as an addendum to the current collective bargaining agreement. The parties agree that the extraordinary circumstances surrounding the economic impact on the District caused by the COVID-19 pandemic have required the District and the Association to work together to address the coaching challenges. The following process/guidelines will be in effect during the 2020-2021 school year:

- Coaches may opt out of their current coaching position for the 2020-2021 school year due to COVID-19 concerns regarding personal health.
- Coaches will maintain the ability to return in the 2021-2022 school year to their coaching position that was vacated during the 2020-2021 school year due to COVID-19 concerns. Out-of-District coaches returning after an absence of greater than one year will be required to recertify their I-9 and W4 employment paperwork and complete an updated background check.
- Coaches opting out of coaching for the 2020-2021 school year will not be paid during their absence from coaching.

As indicated above, this Letter of Agreement is entered into as an addendum to the current collective bargaining agreement and will sunset as of July 31, 2021.

Dated: January 13, 2021



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Alex Schuerman  
Mead Extracurricular Employees Association President



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Shawn Woodward  
Superintendent