

**Memorandum of Understanding
By and Between
The Mead School District #354
The Mead Combined Trades Association (MCTA) and
The Mead Extracurricular Employees Association (MECA)**

This memorandum of understanding sets forth the following agreement between the Mead Combined Trades Association (MCTA) and Mead Extracurricular Employees Association (MECA), and the Mead School District #354.

The parties agree to the list of clarification of duties included in this document as well as the communication processes used in all aspects of the pre-contest preparation, maintenance and enhancements of the four (4) Varsity softball and baseball playing fields at Mead High School and Mt. Spokane High School.

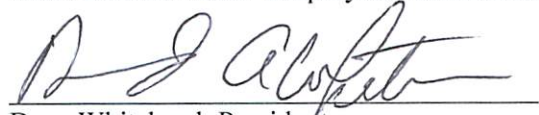
In order to improve efficiencies, all parties agree that it makes sense to differentiate what duties are separated as well as shared. Additionally, the MCTA is in agreement to allow MECA to perform duties designated and assigned to MCTA as long as they exercise and implement the first right of refusal process. In other words, if MECA submits a work order to the Maintenance Department for performing a MCTA duty and they are not able to perform the task within a reasonable amount of time, a MECA representative or Principal can call the Maintenance Director to confirm that a first right of refusal was offered for approval. If approved MECA can perform the MCTA task or duty.

Therefore this agreement by and between all parties specifically clarifies these duties as to who performs them as well as how both Associations work and communicate together. This agreement will be in full force and effect upon signing and attached to the current collective Bargaining Agreement for both Associations.

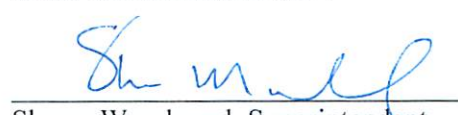
Issue	MECA	MECA/MCTA	MCTA
Fertilizer purchase and application			X
Sod Cutting		Team effort w/disposal	Back edge and foul lines
Pesticide/Weeds			X
Marmot removal			X
Chalking/Batter's box/Pitcher's mound prep	X		
Dragging the fields	X		
Field striping			X
Infrastructure changes or enhancements			All facility modifications: construction, irrigation, painting, fencing, dugouts, bleachers, etc.
Edging/Trimming	Infield X		Outfield X
Mowing	Infield X		Outfield X
Irrigation			X
Reseeding/Field dressing			X
Dirt prep/spread	X	Help spreading	
Snow removal			X
Game day prep	The little things?		The big things?
Mowing for playoff games			X

Dated: September 19, 2019

Mead Extracurricular Employees Association (MECA)


 Dave Whitehead, President

Mead School District #354


 Shawn Woodward, Superintendent

Mead Combined Trades Association (MCTA)


 Chad Brayton, President