

**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 in order to offset the predicted budget deficit in the coming years. The following reductions in the Mead School District Athletics will be made effective the start of the 2020-2021 school year:

- All Elementary Sports will be eliminated.
- The Elementary AD Stipend will be eliminated.
- 6th grade sports will continue with the exception of Boy's Flag Football, Boys' and Girls' Softball, Boys' Volleyball, and Boys' and Girls' Soccer.
- 7.9 FTE coaching positions within the high schools will be eliminated (See attached spread sheet for specific reductions and individual sport coach allocations).
- Each high school will have the discretion to add a total of 1.2 in temporary FTE for the 2020-2021 year via Principal approval. This 1.2 FTE allocation will be split equally between the three sport seasons to ensure equity distribution throughout the year. If there is no need to add additional coaches for the Fall and/or Winter sport season(s) under this provision, the remaining 1.2 FTE would be available for use in the Winter and/or Spring sport season as needed.

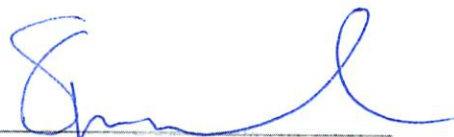
In order to maintain the actual reductions listed above, the schools will not be able to add coaches (with the exception of the temporary 1.2 discretionary allocation listed above) now or during the year due to increased participants or program needs.

As indicated above, this Letter of Agreement is entered into as an addendum to the current collective bargaining agreement and to be reviewed during the next bargain when the current contract expires at the end of the 2020-21 school year.

Dated: June 5th, 2020



Alex Schuerman, President
Mead Extracurricular Employees Association



Shawn Woodward, Superintendent
Mead School District #354

Secondary Cuts Proposal 2020-2021

<u>Sport</u>	<u>Proposed Cut FTE</u>	<u>Remaining Stipend</u>	
Football - Mead	0.5	12.5 FTE MHS	
Football - Mt Spokane	0.5	12.5 FTE MSHS	
Volleyball - Mead	0.7	4.7 FTE MHS	
Volleyball - Mt Spokane	0.7	4.7 FTE MSHS	
Softball SP - Mead	N/A	3.0 FTE MHS	
Softball SP - Mt Spokane	0.3	3.7 FTE MSHS	.7 FTE Discrepancy
Boys XC - Mead	N/A	2.7 FTE MHS	
Girls XC - Mt Spokane	N/A	2.7 FTE MSHS	
Girls Soccer - Mead	N/A	3.7 FTE MHS	
Girls Soccer - Mt. Spokane	0.3	3.7 FTE MSHS	
Cheer - Mead	N/A	1.0 FTE MHS	
Cheer - Mt. Spokane	N/A	1.0 FTE MSHS	
JV Cheer - Mead	N/A	TBD	
JV Cheer Mt. Spokane	N/A	TBD	
Dance - Mead	N/A	1.0 FTE MHS	
Dance - Mt. Spokane	N/A	1.0 FTE MSHS	
Debate Assistant - Mead	0.3	.7 FTE MHS	
Debate Assistant - Mt. Spokane	0.3	.7 FTE MSHS	
3.6 FTE in Proposed Cuts			

Boys Basketball - Mead	0.7	4.7 FTE MHS	
Boys Basketball - Mt Spokane	1.3	4.7 FTE MSHS	
Girls Basketball - Mead	0.7	4.0 FTE MHS	
Girls Basketball - Mt Spokane	N/A	4.0 FTE MSHS	
Wrestling - Mead	0.5	5.5 FTE MHS	.8 FTE Discrepancy
Wrestling - Mt Spokane	N/A	4.7 FTE MSHS	
Gymnastics - Mead	N/A	2.7 FTE MHS	
Gymnastics - Mt. Spokane	N/A	2.7 FTE MSHS	
Unified Basketball - Mead	N/A	3.0 FTE MHS	
Unified Basketball - Mt. Spokane	N/A	3.0 FTE MSHS	
3.2 FTE in Proposed Cuts			

Boys Track & Field - Mead	0.3	6.2 FTE MHS	
Boys Track & Field - Mt Spokane	0.05	6.2 FTE MSHS	
Girls Track & Field - Mead	0.3	6.2 FTE MHS	
Girls Track & Field - Mt Spokane	0.05	6.2 FTE MSHS	
Baseball - Mead	0.2	4.5 FTE MHS	
Baseball - Mt Spokane	0.2	4.5 FTE MSHS	
Softball FP - Mead	N/A	3.0 FTE MHS	
Softball FP - Mt Spokane	N/A	4.0 FTE MSHS	1.0 FTE Discrepancy
Boys Golf - Mead	N/A	1.75 FTE MHS	
Boys Golf - Mt. Spokane	N/A	1.75 FTE MSHS	
Girls Golf - Mead	N/A	1.75 FTE MHS	
Girls Golf - Mt. Spokane	N/A	1.75 FTE MHS	
Boys Tennis - Mead	N/A	2.7 FTE MSHS	
Boys Tennis - Mt. Spokane	N/A	2.7 FTE MSHS	
Girls Tennis - Mead	N/A	2.7 FTE MHS	

Girls Tennis - Mt. Spokane	N/A	2.7 FTE MHS
Boys Soccer - Mead	N/A	3.7 FTE MSHS
Boys Soccer - Mt. Spokane	N/A	3.7 FTE MHS
Unified Soccer - Mead	N/A	3.0 FTE MHS
Unified Soccer - Mt. Spokane	N/A	3.0 FTE MSHS
1.1 FTE in Proposed Cuts		

TOTAL FTE Cuts	7.90	**1.2 FTE at each high school added as needed** .4 to be allocated each sport season with carryover allowed if any goes unused.
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