

**Memorandum of Understanding
Between
the Mead School District and
the Mead Education Association**


This Memorandum of Understanding sets forth the following understanding between the Mead Education Association and Mead School District #354. This agreement shall not be considered precedent setting by either party.

From time to time the district asks certificated staff members to serve as teacher leaders and assume additional duties and responsibilities that are outside of their normal work load. To provide consistency and a framework to compensate for these additional job responsibilities, the district and association agree to pilot, for the duration of the current CBA (September 1, 2022 – August 31, 2025), the attached tiered compensation schedule. To receive compensation work must be authorized by district/building administration. Compensation level will be determined in Labor Management.

Date: 11/29/22



Toby Doolittle, President
Mead Education Association



Shawn Woodward, Superintendent
Mead School District #354

Tiered Teacher Leader Compensation Schedule

**Levels . . . Determination of placement via Labor Management
Work directed/authorized by administration.**

Level 1: \$100 – Mentoring

Examples:

- Coaching
- Conversation & Guidance

Level 2: \$200 – Mentoring + Tutoring (How to do something.)

Examples:

- Lesson Design
- Writing IEP w/ Person

Level 3: \$300 – Mentoring/Tutoring + Daily In-Play

Examples:

- Handle ALL behavior kids
- Parent/Team meetings

Level 4: \$400 –

- Blend of 3 & 5

Level 5: \$500 – Mentoring/Tutoring/Daily In-Play + Program Responsibility

Examples:

- Nurse COVID
- Responsible for Special Ed building program