

**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.

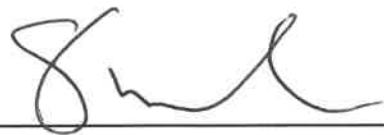
In the 2022/23 school year, due to the fact that the applicant pool for DLC para-educators, particularly at the secondary level, was either poor or non-existent, the district and association agreed to hire additional continuing DLC certificated teachers to address this shortfall using a 1 to 3 ratio. (1.0 FTE replaces 18 para-educator hours per day). In the event the hiring of DLC para-educators, in subsequent years, remains problematic this staffing alternative will continue to be an option.

In 2022/23, .4 FTE of Alex Kane's 1.0 continuing contract at Mead High School was hired using this alternate staffing option. This .4 FTE replaces 7.2 daily para-educator hours.

Date: 4/26/2023



Toby Doolittle, President
Mead Education Association



Shawn Woodward, Superintendent
Mead School District #354