

**Letter of Agreement
Between
the Mead School District and
the Mead Principals' Association**

This Letter of Agreement sets forth the following understanding between the Mead Principals' Association and Mead School District #354. This agreement is entered into as an addendum to the July 1, 2023 – June 30, 2024 collective bargaining agreement and should not be considered precedent setting by either party.

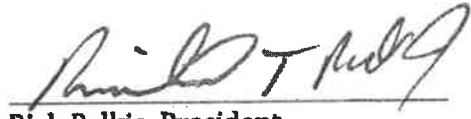
The Mead School District Board of Directors, on March 27, 2023, adopted Resolution 23-01, 2023-2024 Financial Emergency and Budget Uncertainty, and on May 8, 2023, adopted Resolution 23-02, 2023-2024 Modified Educational Program, to resolve a \$5 million budget shortfall for the 2023-2024 school year. To help mitigate the impact of the budget reductions, **for the 2023-2024 school year only**, the following modifications to the collective bargaining agreement that commences on July 1, 2023, have been mutually agreed to:

2023-2024 Salary Schedule – The Base Salary for all categories will be reduced by 1%. (As compared to the 2022-2023 Salary Schedule the 2023-2024 Salary Schedule will be increased by 2.7%, which is 1% less than the 23/24 IPD of 3.7%.)

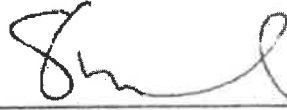
In consideration of this one-year modification the district agrees to the following:

1. The reduction as set forth above will be added back in the 2024/25 school year by adding 1% to the IPD for that year. The 2024/25 IPD is projected to be 3.9%. Therefore, if the 24/25 IPD is 3.9% the 2024/25 salary schedule, as compared to 2023/24, would increase by 4.9%.
2. For the 2023/24 contract year members of the association will not work on Monday, July 3, 2023, and Wednesday, November 22, 2023. These will be non-work days and, therefore, members will not need to log leave (vacation, personal, sick) on their timecard for these two days.
3. Upon passage of the next levy, Mt. Spokane High School and Mead High School will each receive additional administrative support in the form of one Principal Assistant (PA) in the subsequent school year.
4. Following the passage of the next levy the district and association agree to establish a committee consisting of elementary principals and district administration to develop and determine a plan for providing additional support at the elementary level, with implementation taking place as soon as fiscally responsible.

Dated: May 10, 2023



**Rick Pelkie, President
Mead Principals' Association**



**Shawn Woodward, Superintendent
Mead School District #354**