

**Letter of Agreement
Between
the Mead School District and the
Mead Classified Public Employee Association**

This Letter of Agreement sets forth the following understanding between the Mead Classified Public Employees Association and the Mead School District #354.

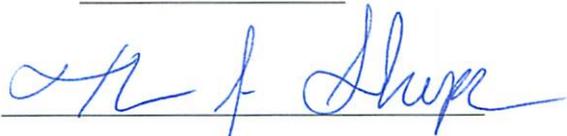
Article IV- LEAVES Section D- Long-Term Health Leave will be amended and replaced with the following language:

SECTION D - Long-Term Health Leave

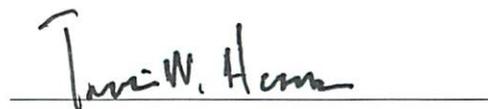
1. An employee who is unable to perform his/her duties because of personal illness or disability may, upon request, be granted leave of absence without pay for the duration of each illness or disability up to one year.
2. Application for leave of absence for health condition shall be made in writing to the Human Resources Department with a copy to the appropriate administrator. The request must be accompanied by a verification by a written statement from his/her physician. Request for sick leave must be made to the District as early as possible, so that a substitute may be secured.
3. Leaves for health conditions may be granted for up to a total of one year
4. Accumulated sick leave is retained while on leave of absence for health conditions. No increments are allowed for the year when an employee is on leave of absence for health conditions. A leave of absence without pay of up to one (1) year may be granted for the purpose of caring for a sick member of the employee's immediate family.
5. Any employee on a Long-Term Health Leave will provide the Human Resources Department with an anticipated return to work date. Before returning from a medical leave of absence, a doctor's release will be required by the District. The doctor's release must be presented to the HR Department prior to the beginning of the first shift upon return.
6. *Employees who need leave for more than one year will be converted to substitute status and may reapply when released to full duty. Employees who are rehired will receive a new seniority date.*

This Letter of Agreement shall be retroactive to January 1, 2024, shall remain in effect until August 31, 2024 and shall be attached to the current Collective Bargaining agreement.

Dated 01-12-24



Thomas Shupp, President
Mead Classified Public Employees Association



Travis W. Hanson Superintendent
Mead School District #354