

**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.

To start the 23/24 school year Farwell Elementary had an open 1.0 FTE Special Education teaching position. The position was posted and a permanent teacher was hired with a start date of November 3, 2023. With planning assistance from Farwell teacher June Lamberd, three different guest teachers were on-site to provide instruction from September 5th through November 2nd. Ms. Lamberd, on an every other day schedule, alternated between the two classrooms with the guest teacher doing the same.

To acknowledge the additional responsibility (lesson prep and every other day teaching schedule) assumed by Ms. Lamberd for 21 additional students, prior to the permanent teacher being hired, the district and association agree to additional compensation of \$8,536.16. This amount will be paid in the February 2024 warrant and was determined as follows:

Using Ms. Lamberd's Daily Rate of Pay (\$585.98) it was determined for a caseload of 25 students she is paid \$23.44/student per day. Therefore, 21 additional students, in a traditional overload situation, equates to \$492.24 per day (\$23.44 x 21).

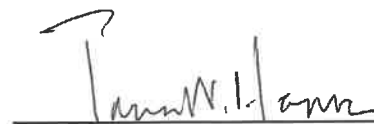
Of the 41 school days prior to November 3rd seven were days that special education students did not receive direct instruction. Therefore, for purposes of calculating the additional responsibility compensation, 34 rather than 41 was the number of days used resulting in a net amount of \$16,736.16 (34 X \$492.24). The guest teacher costs (\$8,200 - 41 days @ \$200/day) were subtracted from this amount resulting in net compensation of \$8,536.16.

As stated above, it is not the intention of any party for any aspect of this agreement to be considered precedent setting.

Date: Jan. 31, 2024



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354