


**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.

The purpose of this MOU is to amend for a third year (2024/25 school year) the SOAR Program MOU dated February 3, 2021, to allow for the SOAR Program Director position to be a classified, SUCO position rather than a certificated position. In the 2025/26 school year, provided grant funding is still available, the agreed to terms as set forth in the original MOU will once again pertain to the SOAR Program Director position. A copy of the original MOU dated February 3, 2021, is attached.

Date: June 26, 2024

  
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Toby Doolittle, President  
Mead Education Association

  
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Travis Hanson, Superintendent  
Mead School District #354

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

The purpose of this Memorandum of Understanding is to document the following agreement between the Association and District regarding the Shiloh Hills Elementary SOAR Program, 21<sup>st</sup> Century Community Learning Center, Program Director position. The position of Program Director shall be held by a certificated Shiloh Hills employee who falls under the Mead Education Association bargaining unit. The Program Director shall be afforded all protections and benefits outlined within the Collective Bargaining Agreement unless otherwise stated below:

- This 1.0 FTE certificated position, which begins March 1, 2021 and continues through August 31, 2021, with annual renewal options for the duration of the grant, will be open to all Shiloh Hills staff with a continuing contract. The *Job Summary* and *General Responsibilities* of the Program Director position will be distributed to all qualified Shiloh Hills certificated staff. To be considered, interested employees must submit a *Letter of Interest* and *Current Resume* to building principal Lisa Horn by 5 pm on February 5, 2021.
- The person selected for this position will take a leave from their continuing certificated position at Shiloh Hills from March 1, 2021 – August 31, 2021, returning to a continuing position at Shiloh Hills for the 2021/2022 school year, unless the position is reassigned to the selected individual by the principal for the upcoming school year.
- For the balance of the 2020/2021 contract year the position involves 79 days of work or 592.5 hours (7.5 hrs x 79 days). To meet 21<sup>st</sup> Century Community Learning Center grant requirements, the District and Association agree the days of work and hours of work during 2020/2021 (March 1, 2021 – August 31, 2021) will be flexible. Specific details will be mutually agreed upon between the district and association.

Any time worked by the Program Director, and approved by the building principal Lisa Horn, above the 592.5 hours set forth above, will be compensated at the Program Director's daily rate. This will be paid via Supplemental Contract from grant funds and submitted to payroll at the end of August 2021.

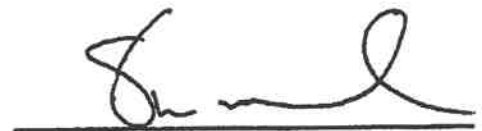
- For subsequent contract years the position will include 180 days of work or 1350 hours (7.5 hrs x 180 days). To meet 21<sup>st</sup> Century Community Learning Center grant requirements, the District and Association agree the days and hours of work will be flexible. Specific details will be mutually agreed upon between the district and association.

Any time worked by the Program Director, and approved by the building principal Lisa Horn, above the 1350 hours set forth above, will be compensated at the Program Director's daily rate. This will be paid via Supplemental Contract from grant funds and submitted to payroll at the end each contract year.

- In the event the Program Director position is still in place for the 2023/2024 school year, the district and association agree to discuss transitioning the position from Leave Replacement to Continuing.

Date: 2/3/2021

  
Toby Doolittle, President  
Mead Education Association

  
Shawn Woodward, Superintendent  
Mead School District #354