

**Letter of Agreement
Between
the Mead School District and
the Mead Education Association**

This Letter of Agreement sets forth the following understanding between the Mead Education Association and Mead School District #354. This agreement is entered into as an addendum to the current collective bargaining agreement and should not be considered precedent setting by any party.

Beginning in March of the 2024/2025 school year the district would like to expand enrollment in its Virtual Learning Program. Because of the timing associated with this program expansion, rather than posting new positions, the district and association agree overload compensation, as set forth below, will be paid to current Mead Learning Options teachers who are asked to, and voluntarily agree to, take overloads.

While not specifically set-forth in the current CBA, a caseload/headcount of 31/1.0 FTE virtual program teacher has been used during the 2024/2025 school year. Therefore, the caseload/headcount limit for 4.0 FTE of the current virtual program staffing (excludes the FTE of virtual program teacher Teri Inman and the students she currently serves) is 124. Before paying any overload compensation virtual program enrollment for that 4.0 FTE must exceed 124.

Overload compensation will be paid/calculated in the same manner as set forth in the CBA (page 64) for Special Education Overload.

The teacher's daily rate for each student served, based on a caseload/headcount of 31, will be determined. That daily rate will be paid for each overload student each day the overload exists.

Example: A teacher's daily rate of pay is \$607.73. Based on a caseload of 31, the teacher is paid \$19.60/student/day. Therefore, if the teacher serves 37 students for 20 days the overload compensation would be \$2,352 ($\$19.60 \times 6 \times 20$).

Overload compensation will be processed/authorized by Nick Edwards and paid via Supplemental Contract the month following the end of the overload (March overload will be paid in April, April in May, etc.)

To compensate for the upfront work involved to expand the Virtual Learning Program three teachers, via Supplemental contract, will be paid an amount equal to .2 FTE from February 10-28, 2025 (14 days). This amount will be paid in March.

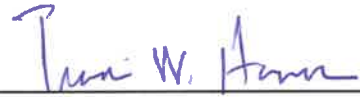
Prior to the start of the 2025-2026 school year the district and association agree to work collaboratively to develop a plan to support Mead's Virtual Learning Program moving forward. This will include but is not limited to caseload/workload discussions, service parameters and administrative/clerical support.

It is not the intention of any party for any aspect of this agreement to be considered precedent setting. All other considerations are part of the contract.

Dated: Feb. 19, 2025



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354