

**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 V- FISCAL SECTION C-Work Hours and Working Regulations (C) will be amended and replaced with the following language:

A. Overtime: Overtime pay will be paid at the rate of one and a half (1-1/2) times the employee's regular rate of pay for all hours worked in excess of forty (40) hours in any given work week. The District may not reduce regularly assigned hours to avoid paying overtime.

1. Double Time Pay: Double time will be paid for all Sunday work. The only exception being the Sunday graveyard shift and alternative work week custodians.
2. Triple Time Pay: Triple time (3) will be paid for all work performed on a holiday as set forth in this collective bargaining agreement.
3. Call Backs: All employees covered under this contract who are called back to work by a supervisor or security service will receive the appropriate overtime pay for a minimum of two (2) hours and are required to show documentation on their time card in the remarks section. Time will be documented from the time the employee leaves home until the employee returns.
4. Holiday Weeks and Saturday Hours – Overtime will be paid for Saturdays in any week that includes a paid holiday at one and one-half (1-1/2) times the employee's regular rate of pay. This does not apply to a modified work schedule that might make Saturday/Sunday a regularly scheduled shift.

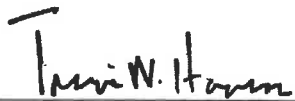
This Letter of Agreement shall be retroactive to February 1, 2025, remain in effect until August 31, 2027 and be attached to the current Collective Bargaining agreement.

Dated 3-27-2025



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James Rosell, President  
Mead Classified Public Employees Association



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Travis W. Hanson Superintendent  
Mead School District #354