

**Letter of Agreement
Between
the Mead School District and
the Mead Classified Public Employees Association (MCPEA)**

This Letter of Agreement (LOA) is entered into to document the mutual agreement reached following the reopening of negotiations for wages, as permitted under the current Collective Bargaining Agreement (CBA).

Background:

Pursuant to the provisions of the existing CBA, the District and the Association agreed to reopen negotiations for the purpose of discussing wages for the 2025-2026 and 2026-2027 school years.

Agreement:

The District and the Association hereby agree to the following:

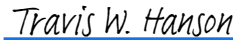
1. 2025-2026 School Year:
A salary increase of 2.5% shall be applied to all cells of the salary schedule effective July 1, 2025.
2. 2026-2027 School Year:
A salary increase of 2.6% shall be applied to all cells of the salary schedule effective July 1, 2026.
3. Reopener Clause for 2026-2027:
In the event that the state-allocated funding for the 2026-2027 school year equates to a percentage increase greater than 2.6%, the CBA shall be reopened for salary negotiations only.
4. Replacement of Prior Rates:
The salary rates outlined above shall supersede any previously designated rates for the 2025-2026 and 2026-2027 school years as stated in the current CBA.
5. Eligibility and Retroactivity:
The salary adjustments described herein shall apply only to active employees who are receiving a paycheck in October 2025. These adjustments shall be retroactively applied to time worked beginning September 1, 2025.

This MOU shall be incorporated into the existing CBA and shall remain in effect unless modified by mutual agreement of both parties in accordance with the reopener clause defined in 3 above..

Dated: Oct 17, 2025


James Rosell (Oct 17, 2025 10:05:51 PDT)

James Rosell, President
Mead Classified Public Employees Association


Travis W. Hanson (Oct 20, 2025 06:53:25 PDT)

Travis W. Hanson, Superintendent
Mead School District #354