

**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.

The completion of annual Mandt Training (or an approved alternative) is a condition of employment for DLC, Compass, PreSchool, Resource Room and Life Skills teachers. For the 2025/26 school year, in recognition of the outside of the contract day time required to complete said training, the following compensation schedule is agreed to:

RCT Training (DLC, Compass & PreSchool Certificated Staff)

- Initial Certification
 - On-Line Training - up to 6.25 hours paid at curriculum rate
 - In-Person Training - up to 7.5 hours paid at curriculum rate (Teachers are typically subbed out for this component of the training. When that is the case there is no additional compensation.)
- Annual Recertification*
 - On-Line Test Out - up to 2 hour paid at curriculum rate
 - In-Person Technical Skills Test - up to 2 hours paid at curriculum rate

RC Training (Resource Room & Life Skills Certificated Staff)

- Initial Certification
 - On-Line Training - up to 6.25 hours paid at curriculum rate
 - In-Person Training - up to 1.5 hours paid at curriculum rate
- Annual Recertification*
 - On-Line Test Out - up to 1 hour paid at curriculum rate

*If an employee fails to take part in the annual recertification process and, therefore, their initial certification expires, there will be no additional compensation for having to recertify by taking part in the Initial Certification process again.

Employees will enter their time on their electronic timecard.

Exception Clause: With prior approval from building principal and appropriate elementary or secondary Special Services Administrator, Resource Room and Life Skills staff taking part in RCT Training rather than RC Training will be compensated at the RCT rate as set forth above.

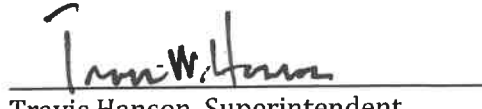
By mutual agreement via the Labor Management process this Letter of Agreement may be extended beyond the 2025/2026 school year.

All other considerations are part of the contract.

Dated: Nov. 17, 2025



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354