

**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.

At the middle school level (Highland, Mountainside & Northwood), on Tuesdays and Thursdays each week, to allow for flexible learning opportunities (Flex Time) on Tuesdays (36 minutes) and Access Time on Thursdays (36 minutes), for the 2025/2026 and 2026/2027 school years, the association agrees to having a weekly schedule that impacts the daily prep time as provided in the current CBA.

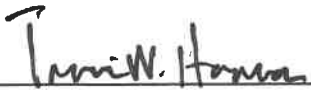
Regarding the Tuesday Flex Time, each middle school will, by September 1<sup>st</sup> for 1<sup>st</sup> semester and January 15<sup>th</sup> for 2<sup>nd</sup> semester, submit to the Director of Schools a list of the planned activities for the semester. The Director of Schools will share these lists with the association. The association will bring any equity concerns to Labor Management.

In acknowledgement of the lost prep time as noted above, each certificated staff member at Highland, Mountainside and Northwood will be provided an additional Assessment Day in acknowledgement of the lost prep time.

Prior to February 1, 2026 and February 1, 2027 the district and association will meet in Labor Management to review the Tuesday/Thursday schedule.

Date: Nov. 24, 2025

  
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Toby Doolittle, President  
Mead Education Association

  
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Travis Hanson, Superintendent  
Mead School District #354