

**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.

For the 2025/2026 school year the following teachers will assume the additional responsibility of serving as Program Directors at Mead Learning Options. Compensation for each Program Director, to be paid by Supplemental Contract, is also set forth below. A list of program director responsibilities/expectations and the typical duties for each position are attached.


Ginny Cronin – North Star Program - .5 (\$6,599 –Step 8)
Tamara Flippen- North Star Program - .3 (\$3,471 - Step 0)
Michele Jones- North Star Program - .2 (\$2,314 - Step 0)
Tracy Taitch – Outdoor Program 1.0 (\$12,183 –Step 4)
Paul Kautzman –Virtual Program - .5 (\$5,785 – Step 0)
Tiffany Degenhart - Virtual Program- .5 (\$5,785 - Step 0)
Marcella Lybbert – MLO High School Program - 1.0 (\$11,873 – Step 2)
Linda Warren – MLO Elementary/Middle School Program - 1.0 (\$12,027 – Step 3)

Serving as a Program Director, as set forth above, is for the 2025/2026 year only. Continuation of one or more of these positions will be made by the district on an annual basis and, if a position is to be continued for another year, the responsibility stipend will be determined through the Labor Management process and documented with a Memorandum of Understanding.

Date: Nov. 17, 2025



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354

Mead Learning Options Program Director Expectations

Time frame for this work: 2025 - 2026 Academic School Year

Programs Impacted:

- Five Mile Elementary School
- Five Mile Middle School
- Five Mile High School
- Mead Outdoor School
- Mead Virtual Program
- North Star School

Students Served:

Approximately 950

Primary Duties: The program director is the initial contact person for the designated program(s). Through communication with the principal in his/her absence, acts as the principal designee. This position is responsible for using professional judgment in matters of student safety, including acting as first-on site responder in a crisis situation; and providing direct support to staff and students for matters of student discipline, family issues and inquiries, and staff needs.

Additional duties:

With the ongoing consultation and approval of the principal:

- With support from staff, build the schedule for students
- With support from staff, build and revise the program-specific calendar as needed.
- Support the certificated teachers in the creation of completed initial WSLPs each year.
- Provide leadership in program focus, design, and development on a yearly basis that is compliant with state law and serves the needs of Mead School District families.
- Facilitate implementation of the program within budgetary restrictions and guidelines
- Interview and screen all potential incoming families
- Provide guidance and training to staff to select curriculum materials as per program requirements, and facilitate the ordering of curriculum materials.
- Stay abreast of alt ed laws and review practices for alignment.
- Plan and run regular program-specific staff and PLC meetings
- Meet with office staff periodically to collaborate on program issues.
- Meet with the principal weekly to collaborate on school wide and program specific issues.
- Meet with other program directors regularly to align programs and provide support.
- Recruit, interview, recommend to hire, train and direct LDEs.
- Communicate with families regularly on program-specific issues.
- Serve as liaison with personnel from other programs and cooperating organizations as needed
- Participate in the management of site-specific issues