

**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 and should not be considered precedent setting by any party.

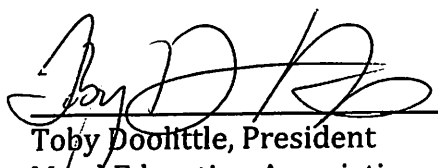
In early October 2025 the district posted a 1.0 FTE Continuing Virtual Program teaching position. The person hired for the position started on November 5, 2025. In order to serve students on the waiting list from October 6, 2025 through November 4, 2025, the district and association agree the compensation for teachers taking an overload will be to pay them for their prep period for the number of days overload students were served.

While not specifically set-forth in the current CBA, a caseload/headcount of 31/1.0 FTE virtual program teacher was used during the 2024/2025 school year. That same caseload/headcount continues into the 2025/26 school year.

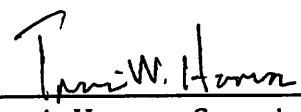
Compensation will be processed/authorized by Nick Edwards and paid via Supplemental Contract in December 2025.

It is not the intention of any party for any aspect of this agreement to be considered precedent setting. All other considerations are part of the contract.

Dated: 12/9/2025



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354