

**Memorandum of Understanding  
Between  
the Mead School District and  
the Mead Extracurricular Employees Association**

This Memorandum of Understanding (MOU) sets forth the following understanding between the Mead Extracurricular Employees Association and Mead School District #354") regarding the implementation of girls' flag football during its pilot year.

The parties acknowledge that girls' flag football is being offered as a pilot program for the current school year.

The parties agree that, during the pilot year, flag football will not be covered under the MECA collective bargaining agreement, including but not limited to provisions related to coaching assignments, compensation, workload, or other extracurricular duties.

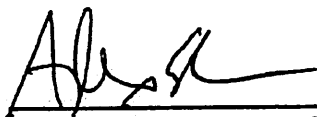
This MOU is limited to the pilot year only and shall not be construed as establishing past practice or precedent for future years.

If the District elects to continue offering flag football beyond the pilot year, the District and the Association agree to engage in discussions regarding the inclusion of the sport within the collective bargaining agreement.

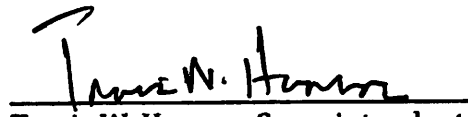
This MOU represents the full understanding of the parties on this matter and does not modify any other terms or conditions of the collective bargaining agreement.

This MOU shall be effective upon execution by both parties and shall expire at the conclusion of the pilot year unless extended by mutual written agreement.

Dated: 12-19-25



Alex Schuerman, President  
Mead Extracurricular Employees Association



Travis W. Hanson, Superintendent  
Mead School District #354