

**Letter of Agreement
Between
the Mead School District and
the Mead Combined Trades Association (MCTA)**

The purpose of this letter of agreement is to set forth the following agreement between the Mead Combined Trades Association and the Mead School District #354.


It was identified that the language relating to "Rate-ups" was not clear as to the intent. Therefore, the language in Article III, Section 26 shall be amended as follows:

Section 26 - Wages

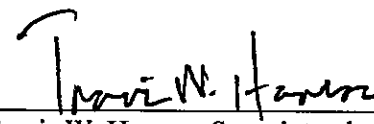
- A. **Rate of Pay:** Each employee shall be paid at the appropriate rate of pay for his/her job classification for all work done as stipulated in Appendix A - Hourly Salary Schedule and Appendix B - Classification Description except when an employee performs work in a classification that pays higher than the employee's regular classification, in which case, the employee shall be paid at **Same Step on** the higher job classification in which they are assigned or approved by the Department Director.

This letter of Agreement shall be effective upon signing, be attached to the current collective bargaining agreement and shall remain in effect until August 31, 2027 at which time it will be considered for inclusion in the CBA during bargaining.

Dated: 3/11/26



Jason Van Fredenberg, President
Mead Combined Trades Association



Travis W. Hansen, Superintendent
Mead School District #354