

**Letter of Agreement  
Between  
the Mead School District and  
the Mead Education Association**

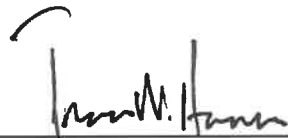
This Letter of Agreement sets forth the following understanding between the Mead Education Association and Mead School District #354. This agreement is entered into as an addendum to the current collective bargaining agreement.

When an open position (continuing or leave replacement) is filled with a sub-start employee, and that sub-start employee is hired and will continue in the position with no break in service, their regular rate of pay will retro to their first day in the position, even if they have not served in the position for 20 days when long-term pay is typically triggered.

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: March 18, 2026

  
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Toby Doolittle, President  
Mead Education Association

  
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Travis Hanson, Superintendent  
Mead School District #354