

**Memorandum of Understanding
Between
the Mead School District and
the Mead Principals' Association**

This Memorandum of Understanding sets forth the following understanding between the Mead Principals' Association and Mead School District #354. This agreement shall not be considered precedent setting by either party.

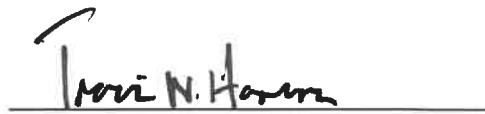
The purpose of this MOU is to clarify eligibility for Step 12 on the Principals Salary Schedule.

- For purposes of eligibility for Step 12 on the Salary Schedule, only prior experience requiring an administrative certificate in a Principal Assistant (PA) role shall be credited when the PA position was classified as an administrator position at the time the experience was earned.
- This clarification will not impact the 2025/2026 salary placement of any principal or assistant principal, all of whom were placed in accordance with the collective bargaining agreement in effect at the time of hire.
- The district shall not reconsider, review, or adjust any prior salary schedule placement as a result of this clarification.
- This applies solely to Step 12, does not set precedent, creates no past practice, no retroactive rights or obligations, and shall not be cited in any grievance, complaint, arbitration, or negotiation as evidence of intent, interpretation, or modification of any other provision of the principal's working agreement.

Dated: April 21, 2026



Rick Pelkie, President
Mead Principals' Association



Travis Hanson, Superintendent
Mead School District #354