

**Memorandum of Understanding
Between
the Mead School District and
the Mead Education Association**

This Memorandum of Understanding ("MOU") is entered into between the District and the Association. The parties recognize that the Collective Bargaining Agreement provides for sick leave and annual leave to be provided to eligible employees at the beginning of the school year, and the parties agree that this provision shall remain in effect. The parties further agree that the provisions of this MOU shall be treated as a trial arrangement and that, based upon the parties' experience with its implementation, either party may request that the MOU be reviewed and modified. The parties expressly agree that this MOU is non-precedent setting.

Purpose

The purpose of this MOU is to establish the parties' mutual understanding regarding the treatment of unused sick leave and annual leave when a newly hired employee separates from District employment after fewer than twenty (20) work days of employment.

Leave Provided at the Beginning of the School Year

The District shall continue to provide sick leave and annual leave to eligible employees in accordance with the Agreement, including providing such leave on September 1 where required by the Agreement.

Nothing in this MOU shall be interpreted to reduce, delay, or otherwise modify an employee's entitlement to receive or use leave during employment under the Agreement, subject to applicable law and the terms of the Agreement.

Newly Hired Employees: Twenty-Day Requirement

For purposes of this MOU, a "Newly Hired Employee" means an employee who has not previously been employed in a continuing position by the District in a position covered by the Agreement and who separates from District employment before completing twenty (20) work days of employment.

A Newly Hired Employee who separates from District employment before completing twenty (20) work days of employment shall not be entitled to receive payment, cashout, or other monetary compensation for any unused sick leave or annual leave provided to the employee at the beginning of the school year.

Any unused sick leave and annual leave remaining at the time of such separation shall be forfeited upon separation, except to the extent that payment, restoration, or other treatment is required by applicable federal or state law.

Leave Actually Used

Nothing in this MOU shall require an employee to reimburse the District for sick leave or annual leave that was properly used during the employee's period of employment.

The parties' intent is solely to establish that a Newly Hired Employee who separates before completing twenty (20) work days of employment is not entitled to a cashout or payment for unused leave upon separation, to the extent permitted by law.

Review and Modification

Because the parties intend this MOU to serve as a trial arrangement, the District and Association agree to review its implementation and impact upon request of either party. The parties may mutually agree to modify or extend the arrangement through a subsequent written agreement.

No Other Changes

Except as expressly provided in this MOU, all provisions of the Collective Bargaining Agreement remain unchanged and in full force and effect.

This MOU shall not be construed as modifying the parties' existing agreement regarding when or how sick leave or annual leave is provided or used during employment, except for the specific separation and cashout provision stated herein.

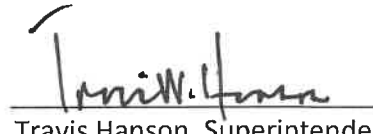
Duration

This MOU shall be in place through the 2026-2027 school year and revisited by both parties by May 1, 2027 to determine if said agreement shall be extended.

Date: Oct. 16, 2026



Toby Doolittle, President
Mead Education Association



Travis Hanson, Superintendent
Mead School District #354