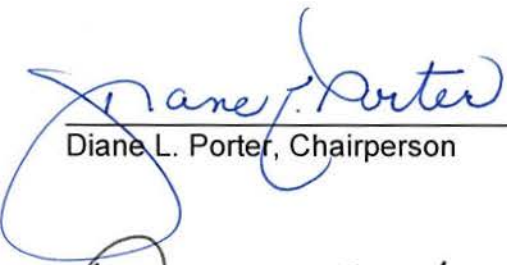


MEMORANDUM OF AGREEMENT  
BETWEEN  
JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
SEIU LOCAL 320

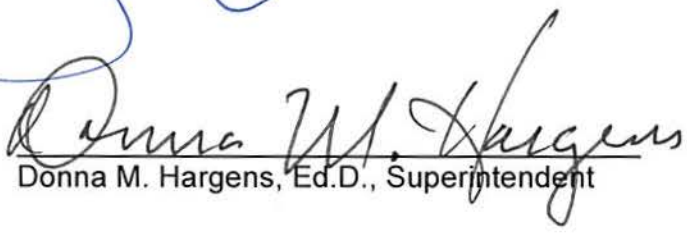
The Parties hereby agree:

1. The bargaining unit will receive a compensation percentage increase equal to the percentage increase applied to the Jefferson County Teachers Association teachers salary schedule, not to include any other compensation modifications to any other bargaining agreements, for the 2013-14 school year.


Agreed to by and for the Jefferson County Board of Education and SEIU Local 320 on this July 17, 2013.

  
\_\_\_\_\_  
Diane L. Porter, Chairperson

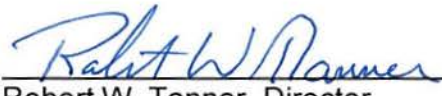
17 July 2013  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Donna M. Hargens, Ed.D., Superintendent

7/17/13  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Mike Moses, SEIU

7-17-13  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Robert W. Tanner, Director  
Labor Management & Employee Relations

7/17/13  
\_\_\_\_\_  
Date