

MEMORANDUM OF AGREEMENT
BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY TEACHERS ASSOCIATION

The Parties hereby agree that the initial staffing of the new Maupin Elementary School shall be by the process outlined below:

1. All bargaining unit employees currently assigned to Maupin Elementary School will be declared overstaffed at the end of the 2014/15 school year;
2. The founders of the Catalpa School of Innovation design shall have the first opportunity to be assigned to the new Maupin Elementary School;
3. The parties shall establish a committee of three (3) teachers appointed by the JCTA and three (3) representatives appointed by the district for the purpose of interviewing and selecting applicants for teacher at the new Maupin Elementary School. After the application deadline, the committee shall proceed with selection from each pool below, in order, until all teacher vacancies have been filled:
 - Interview any current Maupin Elementary teachers who have indicated a desire to teach at the new Maupin Elementary School;
 - Review applications and determine which applicants to interview from any JCPS teachers who currently have Waldorf training;
 - Review the applications and determine which applicants to interview from the remaining applications;
4. The committee shall have the authority to select or not select from these pools as determined by the committee;
5. Should vacancies remain after this process is completed, the JCBE/JCTA agreement provisions for transfer will be applied;
6. The advertisement in the Job File for these positions shall include the desired qualities, the procedure for application, and the application deadline;
7. Waldorf training is a requirement to teach at the new Maupin Elementary School. The parties agree any teacher selected who fails to obtain Waldorf training prior to the start of the school year may be overstaffed. The district

will reimburse to employees the cost of obtaining Waldorf training in a program selected by the district for the 2014/15 school year.

8. This specific understanding is recognized as being no precedent, shall not be construed in any way to be precedent nor be used to substantiate any present or future claim by any party to rights by past practice.


BOARD OF EDUCATION OF JEFFERSON COUNTY, KENTUCKY

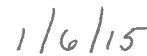
Chairperson

Date

Donna M. Hargens, Ed.D., Superintendent

Date

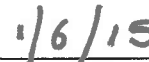




Robert W. Tanner, Director
Labor Management & Employee Relations

Date






Michael Raisor, Ph.D., Chief Operations Officer

Date

JEFFERSON COUNTY TEACHERS ASSOCIATION



Brent McKim, President



Date



DeeAnn Flaherty, Executive Director



Date