

**JEFFERSON COUNTY TEACHERS ASSOCIATION/JEFFERSON COUNTY BOARD OF
EDUCATION**

SALARY/BENEFIT NEGOTIATIONS

TENTATIVE AGREEMENT

The negotiating teams of the Jefferson County Teachers Association and the Jefferson County Board of Education will recommend the following changes to the current collective bargaining agreement be adopted by their respective constituencies:

- 1) Article 5, New Section W: The Employer acknowledges that all Employees have a right to steps.
- 2) Article 27, Section A: The teacher salary schedule will be increased by .75% for the 2016-2017 school year. The increase shall be effective as of July 1, 2016. The teacher salary schedule will be increased by 1.5% for the 2017-2018 school year. The increase shall be effective as of July 1, 2017. *(For clarity, it is explicitly noted that employees are to receive all full step increases to which they are entitled each year of this agreement.)*
- 3) Article 27, Section E: Add an additional Extra Service Category, "Out of County Band Camp – Band Director" at the level of ".2" to be effective July 1, 2016.
- 4) Article 4, Section F: Add language that in the event that payroll dues deduction is prohibited by law, the Employer shall provide to the Association electronic funds routing information each payroll cycle for all employees who have consented to membership in the Association.
- 5) Article 28, New Section F – Bellarmine Literacy Project: If a teacher voluntarily opts to participate in the Bellarmine Literacy Project (BLP) training, they will agree to stay at a BLP school for three years (does not have to be just one BLP school) beginning with the year immediately following completion of the initial year of BLP training. If a teacher voluntarily leaves the BLP school(s) or the District prior to the completion of those three years, they agree to repay the District for the cost that was paid by JCPS to Bellarmine for their participation in the BLP. The repayment shall be pro-rated based on the portion of the 3-year commitment that has not been met. Teachers who agreed to BLP training prior to the signed date of this negotiated agreement will have thirty (30) days from the date of this signed agreement to opt out of BLP and will not be held responsible for reimbursement of any funds expended for BLP training. Any teacher who is assigned to or in any way required to obtain the BLP training will not be held responsible for reimbursement of any funds expended for BLP training. The provisions herein

above shall not apply to any subsequent years of BLP training that a teacher opts to obtain.

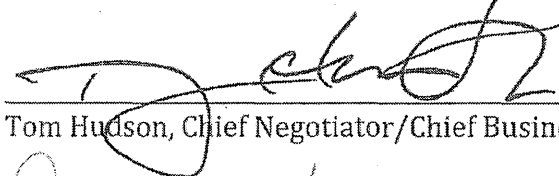
- 6) Article 28. New Section G – Relocation Stipend: If a teacher relocates in order to fulfill their employment duties with JCPS, JCPS will provide a financial incentive. Teachers relocating between 100 and 200 miles will receive \$1000 on October 1 and an additional \$1000 at the end of the school year. Teachers relocating more than 200 miles will receive \$4000 – the first installment will be paid immediately upon submission of moving expenses; the remaining balance after subtracting the actual expenses will be paid at the end of the school year. This will be a one-time opportunity and a teacher who receives this benefit will not be eligible for additional relocation stipends in the future for any reason.
- 7) Article 28. New Section H – National Board Certification (NBCT): The District will pay 60% for each of the four (4) NBCT components upon proof of completion. Teachers who avail themselves of this reimbursement will complete four (4) years with the school district. Should participating teachers voluntarily leave prior to the completion of four (4) years, they will reimburse the District on a prorated basis for their NBCT component training expense.
- 8) Article 28. New Section I/Board Policy Amendment – Recognition of Service: For new experienced teachers hired by the District, JCPS will recognize up to 20 years of service in high needs disciplines as determined on a yearly basis by mutual agreement between the Association and the Employer.

(Note: The remaining language of item 8 below is agreed upon but is not to be added to the contract.) This will be applied to new experienced teachers hired for the 2017-18 school year. The parties agree to the following criteria that for the first year (2017-18) of this program:


- a. Certification in Math or Science
 - b. Dual Certification
 - c. ECE – Moderate to Severe, Hearing Impaired, Vision Impaired
 - d. Joining the faculty of any JCPS school with a “Needs Index” of 35.0 or higher
 - e. Joining the faculty of any JCPS priority School
- 9) The parties agree to modify Article 16 as indicated in the attached document.
 - 10) At the District’s request, the lawsuit styled *Jo McKim, et al. v. Board of Education of Jefferson County, et al.*, Kentucky, Case No. 16-CI-03380 will be dismissed via

an Agreed Order of Dismissal to be executed by counsel for the parties to the litigation.

BOARD OF EDUCATION OF JEFFERSON COUNTY, KENTUCKY


Tom Hudson, Chief Negotiator/Chief Business Officer

18 Aug 16
Date

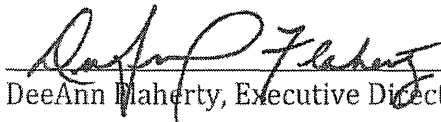

Cordelia Hardin, Chief Finance Officer

8/18/16
Date

JEFFERSON COUNTY TEACHERS ASSOCIATION


Brent McKim, Chief Negotiator/President

8/18/16
Date


DeeAnn Maherty, Executive Director

8/18/16
Date

ARTICLE 16 – TRANSFERS

Section A General Procedures