

**JEFFERSON COUNTY BOARD OF EDUCATION  
WAGE REOPENER CONTRACT NEGOTIATIONS**

**Tentative Agreement**

**TO**

**JEFFERSON COUNTY ASSOCIATION OF  
EDUCATIONAL SUPPORT PERSONNEL**

**AFSCME LOCAL 4011**

The Jefferson County Board of Education (hereafter “the Board”) proposes to modify the 2012-2017 Agreement as follows:

1. The Board proposes to modify ARTICLE 10 – COMPENSATION so that it will now read in its entirety as follows, with identified additions and deletions:

## ARTICLE 10 COMPENSATION

### Section A Wages/Wages Rates

1. Current contract language (CCL)
2. Current contract language (CCL)
3. CCL [~~Existing language in current paragraph 3 is deleted in its entirety.~~] ***Teaching Certificate Tuition Assistance***—~~Jefferson County Board Of Education (JCBE) supports and encourages employees who wish to become certified as teachers by the Kentucky Education Profession Standards Board. JCBE will accept up to two hundred (200) applications for Teaching Certificate Tuition Assistance per fiscal year.~~

~~In order to be eligible to apply, employees must be on active status<sup>1</sup> at the time the request is submitted and maintain active status throughout the course. Eligible employees must maintain a “Meets” rating or above on all performance measures of their Performance Evaluation. Accepted employees who meet all eligibility requirements stated above may receive a maximum of \$2000.00 per fiscal year towards coursework which meets the criteria below.~~

~~An eligible employee whose application has been accepted shall be reimbursed, up to \$2,000.00 per fiscal year, only when he/she successfully completes education or vocational courses which the Director of Human Resources determines meets one of the following criteria:~~

- a) ~~It is course work in the field of education necessary to obtain certification as a teacher in the Commonwealth of Kentucky; or~~
- b) ~~It is elective course work outside the field of education which is required to obtain a degree which is necessary to qualify for certification as a teacher in the Commonwealth of Kentucky.~~

~~**The employee must receive at least a C grade for all course work.** If the only option for a course grade is Pass/Fail, Pass will be accepted. Human Resources will designate acceptable forms of documentation for grade verification. Documentation verifying grades must be submitted to Human Resources no later than thirty (30) working days following completion of the class. If not submitted within thirty (30) working days of the~~

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<sup>1</sup> Active status for purposes of the Teaching Certificate Tuition Assistance means the individual has completed a minimum of 140 days of employment in the preceding school year (180 days for 260 day employees).

~~completion of the class, the original request will be considered null and void. Eligible employees must sign the Acceptance of Tuition Reimbursement Agreement.~~

~~Employees who receive tuition assistance through this provision must remain employed with Jefferson County Public Schools for at least six (6) months following the reimbursement payment. Employees who receive tuition assistant through this provision and fail to remain employed with Jefferson County Public Schools for a period of six (6) months following the reimbursement payment will be required to repay the disbursed funds to Jefferson County Public Schools.~~

3. Current contract language (CCL).

Salary Schedule IA, 2012-13 will remain in the contract with modifications to comply with the following proposal:

*An employee holding a position with an hourly rate less than \$14.00 per hour will have that hourly rate increased to \$14.00 per hour*

The following contract language found on page 21 of the Agreement will be deleted in its entirety:

~~Step increases will be applied as follows provided, effective July 1, 1992, the employee has received a satisfactory annual summative job performance evaluation. Effective July 1, 1987, costs for step increases will be provided as follows: One (1) step for those accumulating at least 1 year credited successful experience with the school system since July 1, 1985. This step/experience schedule will be in effect thereafter until changed.~~

Career incentive increments for credited experience as recognized by the Jefferson County Public Schools:

	2012-2017 per hour
1. After 13 years	\$.20
2. After 18 years	\$.31
3. After 23 years	\$.43
4. After 25 years	\$.56

The following contract language will be added with the following.

Steps: For the 2016-2017 School Year, JCPS awards all members covered by this agreement and are active employees (at the signing of this agreement by both parties) 100% of steps. This proposal is for 2016-2017 School year only.

Inflation: In order to cover the inflation rate of 0.5 %, JCPS offers a 0.75% COLA JCPS awards all members cover by this agreement and are active employees (at the signing of this agreement by both parties).

~~*Employees currently being paid a career incentive increment for credited experience as previously recognized by the Jefferson County Public Schools, will retain their current incentive increment but such career incentive increment will not be increased. Employees not currently being paid a career incentive increment will not, hereafter, be entitled to a career incentive increment.*~~

Shift Differentials:	Second	\$.26
	Third	\$.38

4. ~~*Escrow balance –Escrow balance – Employee contract pay will continue to be calculated on a year-round basis to ensure appropriate deductions are withheld for the summer, such as health, dental, vision, etc. All summer escrow balances after the appropriate deductions are withheld will be paid in full on the next available pay date after the employee contract year ends.*~~

Section B Insurance and Retirement [CCL]

Section C TB Tests and Medical Examinations [CCL]

Section D Payroll Deduction [CCL]

Section E Early Retirement Benefit [CCL]

6. The Board reserves the right to add to, delete from or modify any of the proposals made herein during the course of these wage reopener negotiations.

Jefferson County Board of Education