

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY ASSOCIATION OF EDUCATIONAL SUPPORT
PERSONNEL/AFSCME COUNCIL 62

The Parties hereby agree:

1. Article IV, Union Rights: Section 10 Union Leave currently states as follows:

The Union shall be entitled to designate individual/s employees to be granted unpaid leave in an aggregate amount not exceeding 150 days per year to be taken in full days for the conduct of necessary Union business, such designation to be made in writing to the Superintendent/designee normally at least 5 days in advance of the leave usage. The Union will reimburse the Employer for the cost of any substitute employee for these leave days, should one be provided. The parties agree that Union leave will not be granted during the first five (5) days just before the school term, the first five (5) days of the school term or the last ten (10) days of the school term, or in the case of school-based employees, during standardized testing such as state/federal tests.

For the 2016-2017 school year, the following shall replace that above:

The Union President shall be entitled to 187 days per year to be taken in full days for the conduct of necessary Union business. The Union will reimburse the Employer for the cost of a full-time replacement for the Union President. In addition, the Union shall be entitled to designate individual/s employees to be granted unpaid leave in an aggregate amount not exceeding 50 days to be taken in full days for the conduct of necessary Union business, such designation to be made in writing to the Superintendent/designee normally at least 5 days in advance of the leave usage. The Union will reimburse the Employer for the cost of any substitute employee for these leave days, should one be provided. The parties agree that Union leave will not be granted during the first five (5) days just before the school term, the first five (5) days of the school term or the last ten (10) days of the school term, or in the case of school-based employees, during standardized testing such as state/federal tests.

2. The Union agrees that the following grievances shall be withdrawn and dismissed as of the signing of this Agreement as the Employer is not in violation of the 2012-2017 Agreement between JCBE and the JCAESP.

A17-099-17-03	A16-000-04-02
A16-000-17-05	A16-000-17-01
A16-000-13-01	A16-000-11-02
A16-084E-05-01	A16-470-11-01
A16-917-06-03	A16-000-03-02



Agreed to by and for the Jefferson County Board of Education and JCAESP/AFSCME Council 62 on _____, 2016.

Board of Education of Jefferson County Kentucky

David A. Jones, Jr., Chairperson

Date

Donna M. Hargens, Ed.D., Superintendent

Date

Tom Hudson, Chief Business Officer

Date

O'Dell Henderson, Director
Labor Management and Employee Relations

Date

Jefferson County Association of Educational Support Personnel/
American Federation of State County and Municipal Employees on Behalf of Local 4011

Sandy Mayes, President

Date

Bo Johnson, Business Representative

Date