

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
JEFFERSON COUNTY ASSOCIATION OF EDUCATIONAL SUPPORT  
PERSONNEL/AFSCME COUNCIL 962

The Parties to this agreement are the Jefferson County Association of Educational Support Personnel/AFSCME Council 962 (JCAESP) and the Jefferson County Board of Education (JCBE). This Agreement replaces the Memorandum of Agreement approved by JCBE on September 27, 2016.

The Parties mutually and in good faith hereby agree to the following:

The following language is added to Article 11, Leaves of Absence: Section D Personal Leave:

Beginning January 2, 2017, and continuing through June 30, 2017, personal leave may be taken in half (1/2) day increments with a half (1/2) day present. Half (1/2) day personal leave will not be allowed in combination with docked hours or any paid leave, including but not limited to sick days or vacation days. All other provisions of Article 11, Leaves of Absence: Section D Personal Leave shall remain and will still apply.

Jefferson County Board of Education

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David A. Jones, Jr., Chairperson

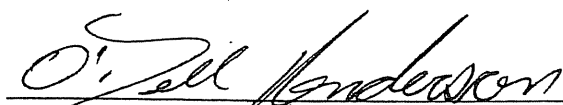
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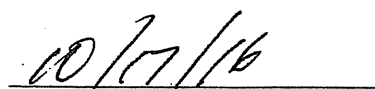
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Donna M. Hargens, Ed.D., Superintendent

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Date

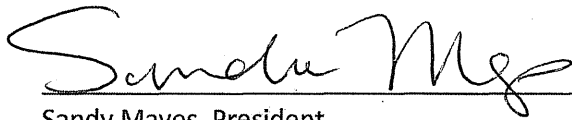
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Tom Hudson, Chief Business Officer

\_\_\_\_\_  
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

10/17/16  
Date



Bo Johnson, Business Representative

10/17/16  
Date