

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN

JEFFERSON COUNTY BOARD OF EDUCATION

AND THE

JEFFERSON COUNTY ASSOCIATION OF EDUCATIONAL SUPPORT PERSONNEL  
AMERICAN FEDERATION OF STATE COUNTY AND MUNICIPAL EMPLOYEES ON  
BEHALF OF LOCAL 4011

**THIS MEMORANDUM OF AGREEMENT (MOA)** is made and entered by and between the Jefferson County Board of Education (hereinafter JCBE) and the Jefferson County Association of Educational Support Personnel, American Federation of State County and Municipal Employees on Behalf of Local 4011 (hereinafter JCAESP/AFSCME.)

**WHEREAS**, the JCBE and JCAESP/AFSCME seek to clarify and agree to the meaning of "temporary reassignment" as it applies to employees working in the Nutrition Service Center.

**NOW, THEREFORE**, for consideration, the Parties agree as follows:

1. A "temporary reassignment" of an employee working in the Nutrition Service Center shall be for no more than ten (10) days, as defined in Article 1, paragraph 9 of the Collective Bargaining Agreement. The JCBE shall first attempt to fill all temporary reassignments with volunteers before directing any employee to take a temporary reassignment.

**2. PERIOD OF PERFORMANCE:** The effective dates for this MOA will be from November 29, 2017 through June 30, 2021. This MOA shall not be modified or terminated except by the written agreement of all Parties.

**3. ENTIRE AGREEMENT:** This MOA is the entire agreement and understanding of the Parties with respect to the subject matter set forth herein and this MOA supersedes any and all prior and contemporaneous oral or written agreements or understandings between the Parties relative thereto. No representation, promise, inducement, or statement of intention has been made by the Parties that is not embodied in this MOA. This MOA cannot be amended, modified, or supplemented in any respect except by a subsequent written agreement duly executed by all of the Parties hereto.

Jefferson County Board of Education

\_\_\_\_\_  
Chris Brady, Chairperson

\_\_\_\_\_  
Date

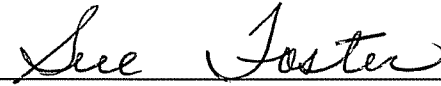
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Marty Pollio, Acting Superintendent

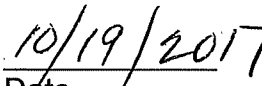
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\_\_\_\_\_  
O'Dell Henderson, Director  
Labor Management and Employee Relations

  
\_\_\_\_\_  
Date

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

  
\_\_\_\_\_  
Sue Foster, President

  
\_\_\_\_\_  
Date