

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
JEFFERSON COUNTY TEACHERS ASSOCIATION

The parties to this agreement are the Jefferson County Teachers Association (JCTA), and the Jefferson County Board of Education (JCBE). The parties mutually and in good faith agree that the initial staffing of the W.E.B. Du Bois School will be by the process outlined below:

1. The parties to this agreement will establish a committee of three (3) teachers appointed by the President of the Jefferson County Teachers Association and three (3) administrators appointed by the Superintendent of the Jefferson County Public Schools;
2. The advertisement in the Job List for these positions will include the desired qualities, the procedures for application, and the application deadline;
3. After the application deadline, the Committee will review all applications and determine who will be interviewed;
4. The Committee will have the authority to select teachers from the pool of available applicants for vacant teaching positions;
5. This specific agreement is recognized as being of no precedent, shall not be construed in any way to be precedent or be used to substantiate any present or future claim by any person or party.

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DIANE PORTER  
CHAIRPERSON, JCBE

\_\_\_\_\_  
Date

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DR. MARTIN POLLIO  
ACTING SUPERINTENDENT, JCPS

\_\_\_\_\_  
Date



\_\_\_\_\_  
O'DELL HENDERSON  
DIRECTOR OF LABOR MANAGEMENT  
AND EMPLOYEE RELATIONS, JCBE

  
\_\_\_\_\_  
Date

*Brent Mckim*

1/30/18

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BRENT MCKIM  
PRESIDENT, JEFFERSON COUNTY  
TEACHERS ASSOCIATION

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Date

*Deeann Flaherty*

1/30/18

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DEEANN FLAHERTY  
EXECUTIVE DIRECTOR, JEFFERSON  
COUNTY TEACHERS ASSOCIATION

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Date