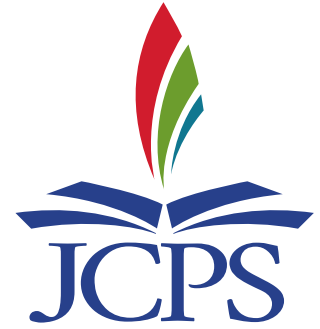


Jefferson County Teachers Association and Jefferson County Board of Education Contract

July 1, 2018 - June 30, 2023

COMMITMENT TO QUALITY TEACHING FORCE



National Board Certified Teachers (Article 28)

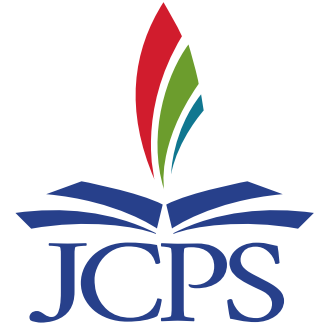
Beginning in 2019-20, a formerly flex professional development day will transition to an in-service day (Article 11)

Staff meetings – Cap is raised to five hours per month (Article 11)

List of infractions that will lead to immediate dismissal in most cases added (Article 9)

TRANSFERS

(ARTICLE 16)



Number of transfer schools a teacher may identify is reduced from ten to five; however, a teacher may list up to an additional five level 2 or 3 schools if he/she chooses

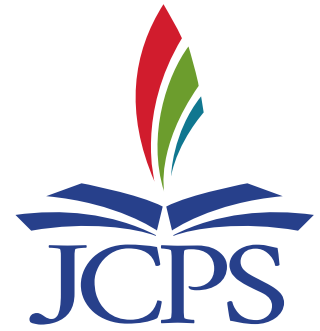
A mid-year new hire in the next year has an opportunity to interview for the job along with those on transfer list, mid-year new hires are no longer automatically overstaffed

Transfer application window is February 22 - March 22

July 16 transfer process is suspended and only new hires can be considered at that point

ENHANCED SUPPORT SCHOOLS

(ARTICLE 33)



Quarterly stipends totaling \$1600 for the first four years and an increase of \$100 per quarter after five years

Teachers with eight or more years who transfer to a level 2 or 3 school will receive a \$1000 signing incentive

Transfer list interviews expanded

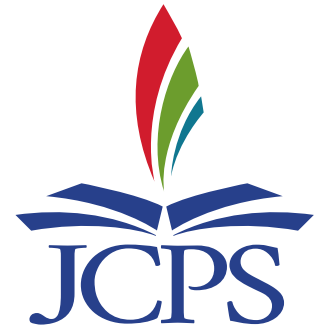
Full National Board Certification reimbursement

Extend teacher work-year by five days starting in 2019-20, the average teacher would earn an additional \$1700

Greater Superintendent transfer authority for ineffective teachers

COMPENSATION

(ARTICLE 27)



- Wage increases of .5 percent each year for first two years of the five-year agreement
- Wage issue will reopen in the third year of contract
- Steps provided

Questions

