

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

The parties hereby agree to the following changes and language substitutions to Article 11, Section A, paragraph 2 of the negotiated agreement:

Professional Learning Communities (PLC's) can be required no more than one (1) time per week during planning time. **Every other PLC agenda may be developed in collaboration between the teacher members of the PLC and the building Principal/designee. The other PLC meetings will be developed by the teacher members of the PLC. PLC's will follow norms and guiding questions mutually agreed upon by the Educator Quality Oversight Committee. The total number of faculty meetings plus the total number of times a Principal/designee may use teacher planning time in a manner that causes teachers to have less than their minimum amount of planning time (Sections A and F of this Article – 250 minutes per week for elementary schools, 50 minutes per day in middle and high schools) shall not exceed five (5) during any four-week period.** Special Area teachers will be provided PLC opportunities with other Special Area teachers.

Examples may include:

Example 1: (1 Faculty Meeting + 4 Lost Planning Times Due to PLCs = 5 Total)

Week 1: 1 Faculty Meeting (up to 90 minutes) + 1 PLC*

Week 2: No Faculty Meeting + 1 PLC*

Week 3: No Faculty Meeting + 1 PLC*

Week 4: No Faculty Meeting + 1 PLC*

Example 2: (4 Faculty Meetings + 1 Lost Planning Time Due to PLC = 5 Total)

Week 1: 1 Faculty Meeting (up to 90 minutes) + 1 PLC*

Week 2: 1 Faculty Meeting (up to 60 minutes) + No PLC

Week 3: 1 Faculty Meeting (up to 60 minutes) + No PLC

Week 4: 1 Faculty Meeting (up to 60 minutes) + No PLC

*** Prevents minimum planning time**

The parties also agree to the changes and language substitutions to Article 11, Section D, paragraph 1 of the negotiated agreement:

Mandatory attendance at meetings, including ARCs, beyond the one (1) hour per week will be paid at the hourly rate of pay except for **one** Open House **per year**, parent conferences, **and one (1) faculty meeting per calendar month not to exceed 90 minutes.**

The specific understanding and agreement is recognized as being of no precedent, shall not be construed in any way to be used to substantiate any present or future claim by any person or party.

Diane Porter
Chairperson, JCBE

Date

Dr. Martin Pollio
Superintendent, JCBE

Date



O'Dell Henderson
Director of Labor Management

11/7/18

Date



Brent McKim
President, JCTA

11/5/2018

Date



DeeAnn Flaherty
Executive Director, JCTA

11/6/2018

Date