

**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).

MEMORANDUM OF AGREEMENT

WHEREAS, the parties, JCAESP-AFSCME and the JCBE, have an established collective bargaining relationship;

WHEREAS, the JCAESP/AFSCME and JCBE wish to maintain good labor relations and acknowledge the importance of collective bargaining;

WHEREAS, the parties recognize that the JCAESP/AFSCME is the exclusive representative for all employees in the bargaining unit, including probationary employees;

WHEREAS, probationary employees currently look to representatives of the JCAESP/AFSCME for clarification of JCBE policies and to understand their rights;

WHEREAS, JCBE recognizes the importance of additional access to post-secondary training and education for all employees;

WHEREAS, JCAESP/AFSCME provides post-secondary scholarship opportunities for members;

NOW BE IT RESOLVED that the JCBE and the JCAESP/AFSCME:

MODIFY THE COLLECTIVE BARGAINING AGREEMENT AS FOLLOWS:

ARTICLE 3 of the collective bargaining agreement (Recognition) shall no longer exclude "initial probationary employees" for recognition for membership. Probationary employees shall be treated as "employees" in the bargaining unit for the exclusive and sole purpose of access to and qualification for JCAESP-AFSCME employee scholarship opportunities and other AFSCME sponsored member-only benefits. ARTICLES 5 through ARTICLES 26 of the collective bargaining agreement shall continue to not be applicable to initial probationary employees during the initial probationary period, and no initial probationary employee shall have access to the benefits of the collectively bargained agreement contained in ARTICLES 5 through ARTICLES 26 of the collectively bargained agreement until such time as the initial probationary period has concluded. Initial probationary employees shall remain under the jurisdiction of JCPS Board Policies governing employees within the initial probationary period.

This MOA is effective immediately upon execution.

Jefferson County Board of Education/Jefferson County Public Schools

Diane Porter, Chairperson

Date

Marty Pollio, Superintendent

Date

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



R. Sue Foster, President JCAESP Local 4011



Date