

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 to the following concerning Occupational and Physical therapists, legislative days, JCTA members driving, supervising, and monitoring school buses, renaming the Appeals Panel and summer school programs:

1. Occupational and physical therapists who were employed in 2018-2019 will remain at the same number of days worked in the 2018-19 school year until such time that they change from the current position.
2. On up to ten (10) different days during a legislative session of the General Assembly, the Employer will provide the Association with leave to allow educators to observe and participate in the legislative process. Sufficient leave will be provided to allow for the release of one JCTA bargaining unit employee for every twenty such employees, or major fraction thereof, at a site. In order to reduce the number of employees utilizing leave on a single day and thereby minimize the impact on student learning, the Association may utilize a comparable total amount of legislative leave over multiple days in lieu of a single day. Additional days of legislative leave may be granted by mutual agreement of the employer and the Association. Every effort will be made to minimize the number of days any one employee utilizes this leave.
3. JCPS will place the following affidavit acknowledgement and agreement on the login screen for absence management.

*By logging in to absence management to request a substitute, I acknowledge that I am creating an official record. I further acknowledge that the leave requested will be utilized solely for the expressed reason stated, as permitted by Board policy 03.1232 or 032232.*

4. Employees represented under the JCTA CBA who agree to drive, supervise or monitor as a substitute on a bus shall be paid twenty-five (25) dollars per hour.
5. All references to the Local Evaluation Appeals Panel (LEAP) in the JCTA/JCBE CBA shall be modified to reflect the current title of District Evaluation Appeals Panel (DEAP).
6. Backpack League is a deeper learning four-week, summer camp experience for rising third- through sixth-grade students in which teachers work in pairs to submit a proposal containing creative ideas to inspire students in reading, math, science, and social studies. Winning proposals will be selected based on a rubric that a joint committee (which includes JCTA members) has established. Teachers authoring winning proposals will be assigned to teach their proposal as part of the Backpack League.
7. Community Partner Summer Programs are those academic and enrichment programs offered by local organizations for students in Jefferson County and in recognition of the community's commitment to the development of its students, Jefferson County Public Schools will provide staffing support to various programs. In a collaborative effort, JCPS will also provide guidance in the selection of teachers for said programs. 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. After the applications for the Community Partner Summer Programs have been accepted, reviewed, and approved, the committee will review the list of staff who applied for said programs and determine who to interview. The committee will interview and recommend candidates based on successful teaching experience and relevant experience with the students served by the program.
8. 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.

JEFFERSON COUNTY BOARD OF EDUCATION

---

Diane Porter  
Chairperson, JCBE

---

Date

---

Martin Pollio, Ed.D.  
Superintendent, JCPS

---

Date

---

O'Dell Henderson  
Director of Labor Management And Employee  
Relations, JCPS

---

Date

JEFFERSON COUNTY TEACHERS ASSOCIATION

---

Brent McKim  
President, JCTA

---

Date

---

DeeAnn Flaherty  
Executive Director, JCTA

---

Date