

**THIS MEMORANDUM OF AGREEMENT**

by and between the  
Jefferson County Board of Education (hereinafter JCBE) and the  
Service Employees International Union Local 320 (hereinafter SEIU).

The parties mutually and in good faith agree to the following change of language to Article X – Compensation, Section A.

**Whereas**, the Temporary Reassignment pay is currently based on the salary step and percentage calculation; and

**Whereas**, the parties agree that the payment is difficult for employees to understand and calculate the amount they should receive for such temporary assignment pay;

**Therefore**, the parties now agree to update the language in Article X, Section A from:

*Temporary reassignment: When a custodian or lead custodian employee is scheduled to replace an employee in a higher classification for other than training purposes, that employee shall be compensated at the rate of the first step on the higher grade providing an increase for the time worked of approximately five (5) percent (%).*

To:

*Temporary reassignment: When a custodian or lead custodian employee is scheduled to replace an employee in a higher classification for other than training purposes, that employee shall be compensated at ~~the~~ a flat rate of \$2.00 per hour. ~~the first step on the higher grade providing an increase for the time worked of approximately five (5) percent (%).~~*

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Diane Porter  
Chairperson, JCBE

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Date

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Mike Warren  
Business Agent, SEIU

\_\_\_\_\_  
Date

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Dr. Martin Pollio  
Superintendent, JCBE

\_\_\_\_\_  
Date

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

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Date