

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

The parties to this agreement are the Jefferson County Board of Education (hereinafter, JCBE) and the Jefferson County Teachers Association (hereinafter, JCTA). The parties mutually and in good faith agree to the following changes to Article 30, Certified Early Childhood Teachers/Early Childhood Instructional Coaches (specifically Section B1, B2, B10, B11, B14, and B15) in mutual recognition of the challenges the staffing crisis has placed on the early childhood program:

1. The normal duty hours of certified early childhood teachers shall not exceed seven and one-half (7.5) hours in length. The certified early childhood teachers will be compensated at their hourly rate of pay for the full seven and one-half (7.5) hour day. The hourly rate of pay for certified early childhood teachers shall equal their daily rate divided by seven (7). Compensation for seven and one half (7.5) hours per day will be effective on July 1, 2023. No back-pay at this rate will be issued to any early childhood teacher for time prior to July 1, 2023.
2. Certified early childhood teachers shall be provided with a minimum of four hundred and fifty (450) minutes of planning and preparation time twice monthly on Fridays for the school year to plan, prepare, conduct home visits (in person or virtually), participate in ARC meetings, and receive synchronous professional development. Except as needed to comply with legal requirements, the employer will limit professional development on these days to no more than three hours per month.
3. The four hundred and fifty (450) minutes of planning and preparation time every two weeks will occur on non-student days which will occur twice monthly on Fridays. The non-student days will be published in advance of the school year and be planned with holidays and other non-student days in mind.
4. Early childhood teaching vacancies will be staffed using the job posting and interview process that exists for all other JCPS teaching positions. Rules of the transfer process and assignment shall apply.
5. The employer will make every effort to reduce the time staff are asked to stay beyond the seven and one half (7.5) hours in recognition of employee childcare needs and the lateness of the day. The employer will first ask for volunteers for covering supervision that extends beyond the duty hours. Teachers shall be paid their hourly rate for supervision time that exceeds the seven and one half (7.5) duty hours.
6. This specific MOA is for the 2023-2024 school year only. The parties agree to review the effectiveness of the MOA at the conclusion of the 2023-2024 school year to determine if the items outlined should be continued beyond the 2023-2024 school year.
7. This specific MOA 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
Jefferson County Board of Education

Marty Pollio, Ed.D., Superintendent
Jefferson County Public Schools

O'Dell Henderson, Director – Labor Management/Employee Relations
Jefferson County Public Schools

JEFFERSON COUNTY TEACHERS ASSOCIATION



Brent McKim, President
Jefferson County Teachers Association



DeeAnn Flaherty, Executive Director
Jefferson County Teachers Association