

## MEMORANDUM OF AGREEMENT

By and between the  
Jefferson County Board of Education (hereinafter JCBE) and  
The Jefferson County Teachers Association (hereinafter JCTA)

The parties hereby agree to the following agreement regarding the implementation of Article 27 - Compensation Schedules of the 2018-2026 Agreement between JCBE and JCTA.

Whereas Article 27 Compensation Schedules, Section E provides the Extra Service Pay Schedule for 2024-25.

The parties agree the following adjustments will be made to the JCTA Extra Service/Coaching Salary to better serve our students' participation in athletics, extra-curricular and co-curricular activities, effective with the 2024-2025 school year.

1. Middle school coach and sponsor will be increased to equal at least one-half the rate of the high school equivalent.
2. The following will be added to the extra service schedule at the Middle School Level: Golf, Swim, Tennis, JV Volleyball, and Chess.
3. The extra service rate for Bowling will be increased to match the rate of Archery, Bass Fishing, E-Sports and other sports of similar length of season and competitions.
4. The description "Unified" will be added to Adaptive Sports to ensure both sports for special needs students are funded. The rate for Adapted Sports will be increased to align with non-disabled peer groups.
5. Track will be separated between Indoor Track and Outdoor Track. The rate of Indoor Track will be one-half the rate of Outdoor Track.
6. A new Hispanic Student Union (HSU) Sponsor at the High or Middle School Level will be added with a pay rate aligned to the Black Student Union (BSU) Sponsor.
7. The descriptor for "6th Grade Basketball" on the salary schedule will be updated to "JV Basketball" to reflect school greater needs for a 6th/7th JV team rather than a single grade 6th grade team.
8. Bus Driver CDL Training for certified personnel is \$23.9408 per hour. Non-certified work is not subject to the Teacher Retirement System.

This specific agreement is recognized as being of no precedent, shall not be construed in any way to be precedent, nor used to substantiate any present or future claim by any party to rights by past practice.

Maddie Shepard  
Maddie Shepard, President, JCTA

8/14/24  
Date

DeeAnn Flaherty  
DeeAnn Flaherty, Executive Director, JCTA

14 August 24  
Date

\_\_\_\_\_  
JCBE Board Chair

\_\_\_\_\_  
Date

\_\_\_\_\_  
Marty Pollio, Superintendent

\_\_\_\_\_  
Date

Stephanie White  
Stephanie White, Director  
Labor Management & Employee Relations

8/14/2024  
Date