

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 understanding regarding the implementation of Article XVI - Transfer, Section E for the 2024-2025 school year.

1. Article XVI - Transfer, Section E reads, "the Superintendent or designee for good cause and extenuating circumstances will execute Transfers as may be necessary for the efficient operations of the school district."
2. The parties agree that the Superintendent will utilize this process for positions of and akin to District Resource Teachers, Instructional Leads, and Instructional Coaches working at the District level (hereinafter District Resource Teachers) to serve at The Academy @ Shawnee and Dr. J. Blaine Hudson Middle School as the teacher(s) of record at either school for up to twelve (12) total classrooms experiencing a classroom vacancy for an extended period-of-time (unfilled for more than two weeks).
3. District Resource Teachers will be deployed to these two schools based on seniority using the District Resource Teacher's hire date into the District. Once a District Resource Teacher has been deployed for nine (9) weeks, they will no longer be deployed in a teacher of record position during the 2024-25 school year. The District Resource Teacher may be required to provide intermittent support, up to two (2) days per week for the remainder of the semester, for a newly hired teacher of record in the classroom in which the District Resource Teacher was deployed.
4. While in the teacher of record assignment, a District Resource Teacher will not be required to perform the duties associated with their District assigned position. These duties will be placed on hold until the District Resource Teacher returns to their District assignment. The Employer will make every effort to avoid depleting an entire District group of employees with alike job tasks and focus areas.
5. While in the teacher of record position, the District Resource Teacher will be afforded and held to all provisions of the contract related to the performance of teacher of record duties.
6. To the extent permissible under the law, school-based non-teacher of record employees will be utilized prior to the deployment of District Resource Teachers.
7. Article 34, Enhanced Support Schools states:

Section B: To attract and retain high-quality teachers in enhanced support schools, the employer will pay a stipend to employees covered under this collective bargaining agreement. Employees at enhanced support schools will receive an annual stipend paid quarterly on the payment schedule noted below:

- 1st Stipend – paid on 2nd pay date in October and the teacher must be assigned to the enhanced support school and in active status from the first student day through 1st pay date in October.
- 2nd Stipend – paid on 1st pay date in December and the teacher must be assigned to the enhanced support school and in active status by the 1st pay date in October through last pay date in November.
- 3rd Stipend – paid on 2nd pay date in March and the teacher must be assigned to the

enhanced support school and in active status by the 1st student day after December 31st through the 1st pay date in March.

- 4th Stipend – paid on last regular paycheck in June and the teacher must be assigned to the enhanced support schools and in active status by the 1st pay date in March through the last contract workday in the fiscal year.

8. Therefore, to allow District Resource Teachers who are assigned to Hudson and/or Shawnee for the full nine (9) weeks to receive the quarterly stipend for enhanced support schools, District Resource Teachers assigned to schools based on the following schedule will be eligible to receive the applicable quarterly stipend:

- First group – August 8, 2024, through October 11, 2024
- Second group – October 12, 2024, through December 20, 2024
- Third group – January 4, 2025, through March 14, 2025
- Fourth group – March 15, 2025, through May 23, 2025

9. This specific understanding 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.

Corrie Shull, JCBE Board Chair

Date

Dr. Marty Pollio, Superintendent

Date



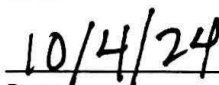
DeeAnn Flaherty, Executive Director, JCTA



Date



Maddie Shepard, President, JCTA



Date

Dr. Stephanie White, Director
Labor Management & Employee Relations

Date