

MEMORANDUM OF AGREEMENT

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

WHEREAS, Article 16 - Transfers, Section A(1) of the JCBE/JCTA Agreement (2018-26) states:

Beginning March 1 the Employer will begin posting internally known vacancies for the coming school year using the current job advertisement system. The postings will be accessible to internal teacher candidates for 7 calendar days. Teachers wishing to transfer to the position at the location must electronically submit an application through the District's job application system in order to be considered...

Article 16 Transfers, Section A (3) states:

In the event that fewer than four teachers apply for a transfer for the position, the school will receive the names of external candidates to allow for between four (4) and eight (8) interviews per position.

The parties agree that the Employer will begin posting internally known vacancies for the coming school year using the current job advertisement system. **The postings will be accessible to both internal teacher candidates and external teacher candidates for 15 calendar days.** Teachers wishing to transfer to the position at the location must **electronically submit a transfer request via the transfer link ~~an application~~** in the District's job application system in order to be considered. Instructions for accessing the transfer link will be provided on the job posting.

School principals will have access to only internal teacher candidates if four (4) or more internal teacher candidates apply for the vacancy. In the event that fewer than four (4) teachers apply for a transfer for the position, the school will receive the names of external candidates to allow for between four(4) and eight (8) interviews per position.

WHEREAS, Article 34 - Enhanced Support Schools, Section A states:

To better address staffing needs and promote student success at enhanced support schools, the normal Employee transfer process (Article 16) will be modified as follows for enhanced support schools:

Active enhanced support schools shall participate in the transfer process beginning February 1 but will not be required to select any staff from the transfer list.

The parties agree that the modifications to Article 16 referenced in this agreement apply to enhanced support schools. **Postings will be accessible to both internal teacher candidates and external teacher candidates for 15 calendar days.**

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

Date

DeeAnn Flaherty

DeeAnn Flaherty, Executive Director, JCTA

24 Jan.'25

Date

JCBE Board Chair

Date

Marty Pollio, Superintendent

Date

Stephanie White, Director
Labor Management & Employee Relations

Date

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Jefferson County Board of Education (hereinafter, JCBE) and the
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Article 16 Transfers, Section A (3) states:

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The parties agree that the Employer will begin posting internally known vacancies for the coming school year using the current job advertisement system. The postings will be accessible to both internal teacher candidates and external teacher candidates for 15 calendar days. Teachers wishing to transfer to the position at the location must electronically submit a transfer request via the transfer link in the District's job application system in order to be considered. Instructions for accessing the transfer link will be provided on the job posting.

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WHEREAS, Article 34 - Enhanced Support Schools, Section A states:

To better address staffing needs and promote student success at enhanced support schools, the normal Employee transfer process (Article 16) will be modified as follows for enhanced support schools:

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