

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(2) of the JCBE/JCTA Agreement (2018-26) states:

Teachers must meet certification requirements at the time of application and their teaching credentials must remain valid through the coming school year. Educators must have successfully completed their certification renewal prior to applying for transfers for positions for which they are certified, and their current certification must remain in effect for the coming school year. Failure to do so will result in the educator being ineligible for the transfer process until said certification renewal has been completed.

The parties agree that teachers with Temporary Provisional certification (i.e actively enrolled in an alternative certification program) are eligible for transfer if their Temporary Provisional certification has been renewed to the latest date allowable by the Education Professional Standards Board (EPSB).

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*

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Maddie Shepard, President, JCTA

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Date

*DeeAnn P Flaherty*

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DeeAnn Flaherty, Executive Director, JCTA

*24 Jan. '25*

\_\_\_\_\_  
Date

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JCBE Board Chair

\_\_\_\_\_  
Date

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Marty Pollio, Superintendent

\_\_\_\_\_  
Date

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Stephanie White, Director  
Labor Management & Employee Relations

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Date