

MEMORANDUM OF AGREEMENT
BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 32BJ
(Formerly Service Employees International Union Local 320 and NCFO Chapter 77)

WHEREAS, the Jefferson County Board of Education (hereinafter "JCBE") has previously recognized and enjoyed a collective bargaining relationship with Service Employees International Union Local 320 and NCFO Chapter 77 as the representative of its regular, full-time (excluding probationary, part-time, temporary, seasonal and substitute) custodians and regular, full-time hourly plant operators;

WHEREAS, SEIU presented to JCBE officials written indication that a majority of Hourly Non-Exempt Plant Operators employed by JCBE desire for SEIU to represent them as well (under a to-be-negotiated agreement separate from the custodians) and engage in collective bargaining with JCBE with respect to wages, hours and other terms and conditions of their employment with JCBE;

WHEREAS, JCBE is willing to recognize SEIU as the official bargaining representative of its regular, full-time (excluding probationary, part-time, temporary, seasonal and substitute) hourly non-exempt plant operator employees in Job Family II (referred to herein as the "Subject Employees"); and

THEREFORE, BE IT RESOLVED, that the Jefferson County Board of Education hereby:

1. Recognizes SEIU Local 32BJ as the likely collective bargaining representative of the Subject Employees.
2. Directs JCBE Staff to begin negotiations with SEIU representatives on an initial collective bargaining agreement between the Subject Employees and JCBE.
3. Directs that following completion of the negotiations described above, the proposed initial collective bargaining agreement between the SEIU/Subject Employees and JCBE shall be presented to JCBE for final approval.

Corrie Shull
Chairperson, JCBE

Date

Dr. Martin Pollio
Superintendent, JCPS

Date

Dr. Stephanie White
Director, Labor Management & Employee Relations, JCPS

Date

Alexis Hardesty
Union Representative, SEIU Local 32BJ

Date

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4/17/25