

MEMORANDUM OF AGREEMENT

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

WHEREAS, Article 5 - Employee Rights, Section N of the JCBE/JCTA Agreement (2018-2026) states:

Each work site will have a six-member Collaborative Leadership Team (CLT) with half the team being employees. For employee groups that are not building-based, the District and the Association will identify one or more appropriate CLTs. Administrative members of the team shall be selected annually by the principal or site administrator and employee members of the committee shall be elected using the same process used to elect teacher representatives on the Teacher Transfer Selection Committee. The CLT shall select one administrator member and one employee member to serve as co-chairs to plan and conduct committee meetings. Representatives from other employee groups may be included by mutual agreement of the CLT members. Meetings shall be held at time so that all members can attend. Committee members will be compensated for time beyond their regular work day at their hourly rate to attend meetings. Each site's CLT shall meet at least bi-monthly during the school year.

The parties agree to the following changes in payment, structure, and procedures of implementing Article 5, Section N of the JCBE/JCTA Agreement (2018-2026).

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For Committee members to receive the stipend, the school/site must hold at least 10 meetings within the school year, and submit the appropriate paperwork as evidence of said meetings (agenda, minutes, etc.) Each site's CLT shall meet at least bi-monthly during the school year.

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

June 20, 2025

Date

DeeAnn Flaherty

DeeAnn Flaherty, Executive Director, JCTA

20 June 25

Date

JCBE Board Chair

Date

Marty Pollio, Superintendent

Date

Stephanie White, Director
Labor Management & Employee Relations

Date

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