

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
THE JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
THE JEFFERSON COUNTY TEACHERS ASSOCIATION

The parties to this agreement are the Jefferson County Board of Education (hereinafter, JCBE) and the Jefferson County Teachers Association (hereinafter, JCTA). The parties mutually and in good faith agree to the following changes to Article 30, Certified Early Childhood Teachers/Early Childhood Instructional Coaches (specifically Section B1, B2, B11, ~~B14, and B15~~) in mutual recognition of the challenges the staffing crisis has placed on the early childhood program:

1. The normal duty hours of certified early childhood teachers shall not exceed seven (7) hours in length. The certified early childhood teachers will be compensated at their hourly rate of pay for the full seven (7) hour day. The hourly rate of pay for certified early childhood teachers shall equal their daily rate divided by seven (7). Compensation for seven (7) hours per day will be effective on July 1, 2025. ~~No back-pay at this rate will be issued to any early childhood teacher for time prior to July 1, 2024.~~
2. Certified early childhood teachers shall be provided with a minimum of four hundred (400) minutes of planning and preparation time twice monthly on Fridays for the school year to plan, prepare, conduct home visits (in person or virtually), participate in ARC meetings, and receive synchronous professional development. Except as needed to comply with legal requirements, the employer will limit professional development on these days to no more than three hours per month.
3. On non-student days prior to the start of the school year and on designated non-student days throughout the academic year, teachers may be assigned to conduct developmental screenings as part of their contractual duties. These screenings are essential to ensure timely enrollment, accurate placement, and appropriate instructional planning. If the three (3) hours of monthly Professional Development (PD) time, as outlined on line item two, have already been utilized by a teacher during the month in which the non-student day falls, that teacher will not be assigned developmental screenings for that month.
4. The four hundred (400) minutes of planning and preparation time twice monthly will occur on non-student days which will occur twice monthly on Fridays. The non-student days will be published in advance of the school year and be planned with holidays and other non-student days in mind.
5. Teacher planning time missed due to districtwide closures for inclement weather shall not be rescheduled or made up. Such planning periods are incorporated into the regular contractual calendar and are not subject to recovery or redistribution in the event of emergency closures.
6. Early childhood teaching vacancies will be staffed using the job posting and interview process that exists for all other JCPS teaching positions. Rules of the transfer process and assignment will apply.

7. The employer will make every effort to reduce the time staff are asked to stay beyond the seven (7) hours in recognition of employee childcare needs and the lateness of the day. The employer will first ask for volunteers for covering supervision that extends beyond the duty hours. Teachers shall be paid their hourly rate for supervision time that exceeds the seven (7) duty hours.
8. This specific MOA is for the 2025-2026 school year only. The parties agree to review the effectiveness of the MOA at the conclusion of the 2025-2026 school year to determine if the items outlined should be continued beyond the 2025-2026 school year.
9. Early childhood teachers are eligible for extra service pay when attending ARC meetings for students on their caseload that occur during their regularly scheduled planning time.
10. This specific MOA is recognized as being of no precedent, shall not be construed in any way to be precedent or be used to substantiate any future claim by any person or party.

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Corrie Shull, Chairperson  
Jefferson County Board of Education

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Dr. H. Brian Yearwood, Superintendent  
Jefferson County Public Schools

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Stephanie White, Director—Labor Management & Employee Relations  
Jefferson County Public Schools

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Maddie Shepard, President  
Jefferson County Teachers Association

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DeeAnn Flaherty, Executive Director  
Jefferson County Teachers Association

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