

**Memorandum of Agreement**  
By and Between  
Jefferson County Public Schools (hereinafter JCBE)  
And  
Jefferson County Teachers Association (hereinafter JCTA)

The parties hereby agree to the following for employees who are eligible for membership in the JCTA, and are being overstaffed due to changes in the organization chart:

1. Academic Instructional Coaches (AIC) and Middle School Explore Coaches will be identified as Overstaff;
2. The number of Middle School Explore Coaches will be reduced, and remaining positions will be staffed per the JCBE/JCTA agreement;
3. Employees not selected for the remaining Middle School Explore Coaches positions will have first rights to interviews for any newly created Middle School Explore Coach positions for a period of time equal to not less than twenty-four (24) months beginning August 1, 2026, in addition to immediate bounce back rights, so long as they remain employed with the Jefferson County Public Schools.
4. AICs will have first rights to interviews for the newly created district-based instructional coach positions aligned to the level of their currently held AIC positions (Elementary, Middle, High);
5. These employees will retain bounce-back rights to their 2025-26 school location for any newly created school-based instructional coach positions similar to the current AIC model for a period of time equal to not less than twenty-four (24) months after the change in position so long as they remain employed with the Jefferson County Public Schools (JCPS).
6. This specific agreement is recognized as being of no precedent, shall not be construed in any way to be precedent, nor used to substantiate or future claim by any party to rights by past practice.

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Corrie Shull, Chairperson  
Jefferson County Board of Education

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Date

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

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Date

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Stephanie White, Director – Labor Mngmt/  
Employee Relations  
Jefferson County Public Schools

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Date

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Maddie Shepard  
Maddie Shepard, President  
Jefferson County Teachers Association

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Date

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DeeAnn Flaherty  
DeeAnn Flaherty, Executive Director  
Jefferson County Teachers Association

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02/06/2026

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Date

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2/01/26

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Date