

Memorandum of Agreement
By and Between
Jefferson County Board of Education (hereinafter JCBE)
And
Jefferson County Teachers Association (hereinafter JCTA)

The parties mutually and in good faith agree to the following terms regarding the process for Employees overstaffed due to the closure of Zachary Taylor Elementary at the conclusion of the 2025-26 school year:

1. All bargaining unit employees at Zachary Taylor Elementary will be marked as Overstaff for the 2026-27 school year. These employees will be given the opportunity to indicate their desire to have priority consideration for positions within the cluster of their school.
2. The deadline for teachers to fill out the Google Form indicating that they want priority consideration is Friday, February 20, 2026. Additionally, they will indicate which schools in the cluster for which they desire priority consideration.
3. Those schools in the cluster will interview Overstaffed employees from Zachary Taylor Elementary who have indicated a desire to be considered there, in addition to the eight (8) most senior candidates on the transfer list. In the event that fewer than four (4) teachers apply for transfer to one of these positions, the school will select from those four (4) teachers if at least one (1) of those four (4) teachers was Overstaffed from Zachary Taylor Elementary.
4. 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.

Corrie Shull, Chairperson
Jefferson County Board of Education

Date

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

Date

Stephanie White, EA – Labor Mngmt/
Employee Relations
Jefferson County Public Schools
Maddie Shepard
Maddie Shepard, President
Jefferson County Teachers Association

Date

2/10/26
Date

DeeAnn Flaherty, Executive Director
Jefferson County Teachers Association
DeeAnn Flaherty

02/06/2026
Date