

**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 Martin Luther King, Jr. Elementary at the conclusion of the 2025-26 school year:

1. All bargaining unit employees at Martin Luther King, Jr. 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, along with J.F. Kennedy and Maupin Elementary.
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 Martin Luther King, Jr. 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 Martin Luther King, Jr. 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

---

Date

---

Maddie Shepard, President  
Jefferson County Teachers Association

---

Date

---

DeeAnn Flaherty, Executive Director  
Jefferson County Teachers Association

---

02/06/2026

---

Date