

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND THE
JEFFERSON COUNTY ASSOCIATION OF EDUCATIONAL SUPPORT PERSONNEL
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
ON BEHALF OF LOCAL 4011

The parties hereby agree to the following for employees who are eligible for membership in the JCAESP AFSCME 4011, and are deemed as part of a reduction in force due to changes in the organizational chart:

We request the following change to Article 21 - Reduction in Force, Section -C, Union Notification, number 1 to be agreed upon and implemented as follows;

1. Employees whose positions have been eliminated **must be offered** positions for which they are qualified which are available for assignment resulting from resignations, retirements, or other attrition, and those vacated by employees identified for layoff.

Additionally, the parties hereby agree to the following for employees who are eligible for membership in the JCAESP AFSCME 4011, and are deemed as part of a reduction in force due to changes in the organizational chart:

2. Employees who are Secondary School Ordering and Receiving Clerks and who have been identified for layoff must be offered Secondary Attendance Clerk and Secondary Records Clerk vacant positions. If open positions remain after all identified Ordering and Receiving Clerks are placed, these positions shall be filled by laid off Elementary School Bookkeepers.

This MOA is effective immediately upon execution. This specific agreement is recognized as being of no precedent, nor used to substantiate a future claim by any party to rights by past practice.

Corrie Shull, Chairperson
Jefferson County Board of Education

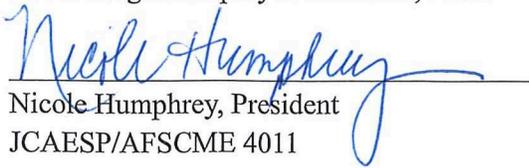
Date

Dr. Brian Yearwood, Superintendent
Jefferson County Public Schools

Date

Dr. Stephanie White, Executive Administrator
Labor Mngmt/Employee Relations, JCPS

Date



Nicole Humphrey, President
JCAESP/AFSCME 4011

Date

2/23/24