

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

The parties to this agreement are the Jefferson County Teachers Association (JCTA), and the Jefferson County Board of Education (JCBE). The JCBE and JCTA negotiation teams hereby tentatively agree, subject to JCBE approval and ratification by the JCTA membership, to the following:

1. Collective Bargaining Agreement (CBA) language changes in Articles 4, 5, 6, 11, 12, 18, 24, 25, 26, 27, 28, 30, 34, and 38. See attached articles with changes noted.
2. To comply with state statutes and regulations:
 - All full and permanent part-time employees in active pay status within the pay period ending November 20, 2026, will receive a \$1,000 stipend on December 4, 2026.
 - All full and permanent part-time employees in active status within the pay period ending April 23, 2027, will receive a \$1,000 stipend on May 7, 2027.

*Employees on FMLA are entitled to all benefits of active employees per federal statute.

Corrie Shull, Chairperson, JCBE

Date

Dr. Brian Yearwood, Superintendent, JCBE
Superintendent, JCBE

Date

Dr. Stephanie White, Executive Administrator,
Labor Management, Employee Relations, & Workforce
Development, JCBE

Date

Maddie Shepard
President, JCTA

Date

DeeAnn Flaherty
Executive Director, JCTA

Date