



JEFFERSON COUNTY BOARD OF EDUCATION

Agenda for February 25, 2025, Work Session

Agenda Item: **VIII.W.18. Recommendation for Approval of Memoranda of Agreement with the Jefferson County Teachers Association**

Recommendation: Superintendent Martin Pollio recommends the Board of Education approve the attached Memoranda of Agreement with the Jefferson County Teachers Association and authorize the superintendent sign the same.

MEMORANDUM OF AGREEMENT
by and between the
Jefferson County Board of Education (hereinafter, JCBE) and the
Jefferson County Teachers Association (hereinafter, JCTA)

WHEREAS, Article 34, Section D states that the Employer and the Association agree to work in collaboration to provide comprehensive supports in an effort to recruit, retain, and develop highly effective teachers in enhanced support schools, JCBE and JCTA agree to the following for J. Blaine Hudson Middle School for the 2025-2026 and 2026-2027 school year.

1. The Employer agrees to cap student enrollment following the ten-day student enrollment count.
2. The Association agrees the Employer may require up to four additional meetings per month for professional development and/or Professional Learning Communities. Each of these additional four meetings will last no longer than one hour and are not governed by the meeting requirements outlined in Article 11 – Teaching Load and Duty Hours.
3. To provide instructional continuity as the J. Blaine Hudson school community is established, employees covered under the JCTA collective bargaining agreement who are assigned to J. Blaine Hudson Middle School and in active status from the first student day through the last student day in the 2025-2026 and 2026-2027 fiscal years, shall receive a yearly continuity stipend of \$7,000 on the last regular paycheck in June. This is in addition to the annual stipend outlined in Article 34, Section B.

Teachers who travel to multiple schools must spend half or more of their work time at J. Blaine Hudson Middle School to be eligible for the yearly continuity stipend. No partial stipend will be paid to those who spend less than half of their work time at J. Blaine Hudson Middle School.

Teachers assigned to J. Blaine Hudson Middle School and in active status from the first student day but who are no longer in active status and assigned to J. Blaine Hudson Middle School on the last student day shall not receive the yearly continuity stipend. The stipend will not be prorated.

Teachers assigned to J. Blaine Hudson Middle School after the first student day who are in active status and assigned to J. Blaine Hudson Middle School on the last student day will receive a prorated continuity stipend according to the following schedule:

- Teachers assigned after the first student day and in active status by the first pay date in October, will receive \$5,250.
- Teachers assigned after the first student day and in active status by the first student day after December 31st, will receive \$3,500.
- Teachers assigned to Hudson after the first student day and in active status by the first pay date in March, will receive \$1,750.

4. This specific MOA is for the 2025-2026 and 2026-2027 school years only.

5. This specific MOA is recognized as being of no precedent, shall not be construed in any way to be precedent or be used to substantiate any present or future claim by any person or party.

DeeAnn Flaherty
DeeAnn Flaherty, JCTA

27 Feb. 25
Date

Maddie Shepard
Maddie Shepard, JCTA

2/27/25
Date

Corey Shull
Corey Shull
Chairperson, JCBE

2/25/25
Date

Marty Pollio
Dr. Marty Pollio
Superintendent, JCBE

1/20/25
Date

Stephanie White
Dr. Stephanie White
Director, Labor Management Employee Relations

2/27/2025
Date