

MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
SEIU, FIREMEN AND OILERS CHAPTER 320

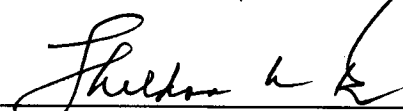
The Parties hereby agree:

1. The bargaining unit will receive a compensation percentage increase equal to the percentage increase applied to the Jefferson County Teachers Association teachers salary schedule, not to include any other compensation modifications to any other bargaining agreements for the duration of the Agreement.
2. Article XVIII, Transfers, Section 1: it is understood by the parties to the memorandum of agreement that employees who request a transfer under the conditions described by the collective bargaining agreement will be interviewed in seniority order when practicable. Should issues of discrimination or bias be raised by the union, the business manager/representative and the director of employee relations/designee will meet to review the facts of the case.
3. Article IV, Union Rights, Section 10, sentence 1 will be modified to read, "The Union shall be entitled to designate individual employees to be granted unpaid leave in an aggregate amount not exceeding **thirty (30) days** per year to be taken in full days for the conduct of necessary Union business, such designation to be made in writing by the Union to the superintendent/designee normally at least ten (10) day in advance of the leave usage.
4. The provisions contained within the collective bargaining agreement and the provisions contained within the memorandum of agreement will be effective from October 26, 2009 through June 30, 2012.

Agreed to by and for the Jefferson County Board of Education and SEIU Firemen and Oilers Local 320 on October 26, 2009.



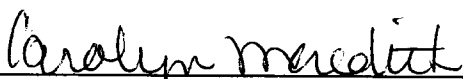
Debbie Wesslund, Chairwoman



Sheldon H. Berman, Superintendent



Mike Moses, Business Manager and Representative  
of NCFO



Carolyn Meredith, Director Employee Relations