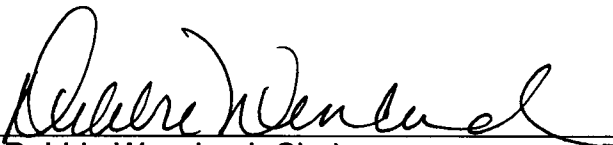


MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
JEFFERSON COUNTY BOARD OF EDUCATION  
AND  
TEAMSTERS LOCAL 783

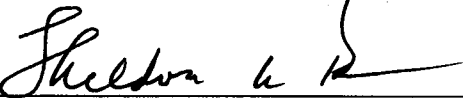
The Parties hereby agree:

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 15, Discipline and Discharge, Section 1, beginning with line 36 will be modified to "The oral warning shall be effective for progressive discipline purposes for nine (9) months, written warnings for one (1) year, and written reprimands will be effective for progressive discipline purposes for **one (1) year.**"
3. The provisions contained within the collective bargaining agreement and the provisions contained within the memorandum of agreement will be effective from July 1, 2010 through June 20, 2012.

Agreed to by and for the Jefferson County Board of Education and Teamsters Local 783 on August 10, 2009.



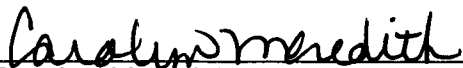
Debbie Wesslund, Chairwoman



Sheldon H. Berman, Superintendent



John Stovall, Service Agent



Carolyn Meredith, Director Employee Relations