

AMENDMENT NO. TWO TO THE
SUPPLEMENTAL RETIREMENT PENSION PLAN FOR EMPLOYEES OF
JEFFERSON COUNTY PUBLIC SCHOOL DISTRICT R-1,
as Amended and Restated, January 1, 2007

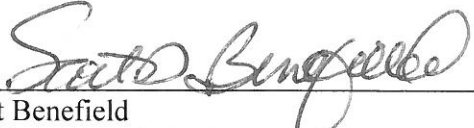
Pursuant to the authority of the Board of Education for the Jefferson County Public School District R-1 and the provisions of Article X, Section 10.1, of the Supplemental Retirement Pension Plan for Employees of Jefferson County Public School District R-1, as Amended and Restated, January 1, 2007 (the "Plan"), Article 3, Section 3.01(a) is amended in its entirety the Plan is hereby amended, effective September 1, 2007, as follows:

"3.01 Credited Service

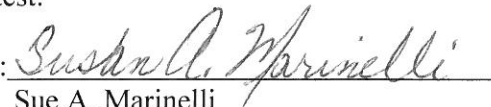
- (a) General Rules. Credited Service shall begin on the date the Employee was first paid or entitled to payment for the performance of duties for the Board on a full time basis and end on the date an employee quits, retires, is discharged or dies. Effective September 1, 2007, if an Employee, as described below, works from the beginning to the end of a school year, such Employee shall receive credit for one year of Credited Service. If such an Employee does not work from the beginning of a school year until the end of that school year, the Employee shall receive credit for a partial year of Credited Service equal to 1 multiplied by the following fraction: the number of days worked in a school year divided by the number of work days in a school year. Any Member who has twenty (20) years of Credited Service and is at least age fifty (50) on September 1, 2007, shall have his or her Credited Service computed under the Credited Service provisions in effect on August 31, 2007, if such service provisions will produce more Credited Service for such Member. If an Employee's Credited Service ends and recommences (in accordance with negotiated agreements, if applicable), all periods of the Employee's Credited Service shall be added together. Credited Service shall include periods of part-time and job sharing employment by the Board. Notwithstanding the foregoing, an Employee, who is a year-round Central Administrator whose job is school-related and who:
- (i) started his or her full-time employment with the district at the beginning of a school year, and
 - (ii) is required to, and does, terminate employment as of June 30 due to Board Policy,
- shall receive credit for one year of Credited Service. Notwithstanding any other provision in the Plan, Credited Service shall be determined in accordance with the provisions of the Plan in effect on the date a person ceases to be an Employee."

Adopted this 24th day of January, 2008.

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

By: 
Scott Benefield
President, Board of Education

Attest:

By: 
Sue A. Marinelli
Secretary, Board of Education