

AGREEMENT

THIS AGREEMENT is made and entered into by and among the Jefferson County Education Association ("JCEA") representing certified employees, the Classified School Employees Association ("CSEA") representing classified employees, and the Jefferson County Administrators Association ("JCAA") representing administrators (collectively, the "Associations") and the Board of Education of Jefferson County Public School District R-1 ("Board") on behalf of Jefferson County Public School District R-1 (the "District") (collectively, the "Parties"), this 30th day of November, 2012.

WHEREAS, the Board established the Supplemental Retirement Pension Plan for Employees of the Jefferson County Public School District R-1, as subsequently amended, and related trust agreement, (the "Pension Plan");

WHEREAS, the Supplemental Retirement Committee has recommended to the Board that the Pension Plan be terminated in the near future;

WHEREAS, Article 5, Section 5.03(d) of the Pension Plan contains Special Rules for Deferred Vested Members (the "Special Rules");

WHEREAS, Section 5.03(d) of the Special Rules contains a schedule (the "Schedule") setting forth two dates that applications are due for Deferred Vested Members to commence receipt of their retirement benefits;

WHEREAS, the Schedule sets forth two payment dates that correspond with each of the application dates;

WHEREAS, the April payment date is inconsistent with the payment date for the active Members of the Pension Plan;

WHEREAS, the Parties agree that to make the payment date consistent for active Members and Deferred Vested Members, the Pension Plan should be amended effective October 2, 2013 to eliminate from the Schedule the February application date and the April payment date;

WHEREAS, Sections 10.01 and 10.03 of Article X of the Pension Plan allow the Board to amend the Pension Plan pursuant to a written agreement with the Associations; and

WHEREAS, the Board, pursuant to this Agreement with the Associations, wishes to adopt Amendment No. Five to the Pension Plan, effective October 2, 2013 ("Amendment No. Five"), in substantially the form attached hereto as Exhibit A.

THE PARTIES AGREE AS FOLLOWS:

1. The Pension Plan should be amended effective October 2, 2013 so that the February application date and the April payment date contained within the Schedule are eliminated.

2. Amendment No. Five to the Pension Plan, in substantially the form attached hereto as Exhibit A, should be adopted by the Board effective October 2, 2013.

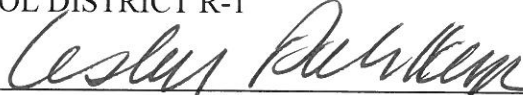
3. The Board members, the proper officers of District and their designated representatives are hereby individually authorized to take all actions and to do all things necessary, legal and proper to effectuate this Agreement and to amend the Pension Plan pursuant to this Agreement and to take such actions as necessary to keep the Pension Plan in compliance with law changes and actions taken by such persons with respect to previous Pension Plan amendments were authorized.

4. This Agreement may be executed by electronic signature and in multiple counterparts, and may be delivered by fax or other electronic means, each of which shall be deemed an original, and all of which together shall constitute one document.

Agreed to as of this 30 day of November, 2012.

BOARD OF EDUCATION OF JEFFERSON
COUNTY PUBLIC SCHOOL DISTRICT R-1 ON
BEHALF OF JEFFERSON COUNTY PUBLIC
SCHOOL DISTRICT R-1

Date: 12/13/12

By: 
Lesley Dahlkemper, President
Board of Education

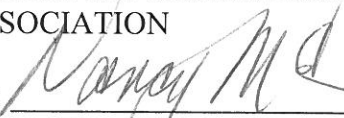
JEFFERSON COUNTY EDUCATION
ASSOCIATION

Date: _____

By: _____
Ami Prichard
President, JCEA

CLASSIFIED SCHOOL EMPLOYEES
ASSOCIATION

Date: 11/29/12

By: 
Nancy McCanless
President, CSEA

JEFFERSON COUNTY ADMINISTRATORS
ASSOCIATION

Date: _____

By: _____
Priscilla Straughn
President, JCAA

2. Amendment No. Five to the Pension Plan, in substantially the form attached hereto as Exhibit A, should be adopted by the Board effective October 2, 2013.

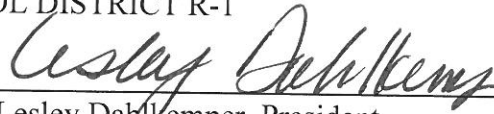
3. The Board members, the proper officers of District and their designated representatives are hereby individually authorized to take all actions and to do all things necessary, legal and proper to effectuate this Agreement and to amend the Pension Plan pursuant to this Agreement and to take such actions as necessary to keep the Pension Plan in compliance with law changes and actions taken by such persons with respect to previous Pension Plan amendments were authorized.

4. This Agreement may be executed by electronic signature and in multiple counterparts, and may be delivered by fax or other electronic means, each of which shall be deemed an original, and all of which together shall constitute one document.

Agreed to as of this 30 day of November, 2012.

BOARD OF EDUCATION OF JEFFERSON
COUNTY PUBLIC SCHOOL DISTRICT R-1 ON
BEHALF OF JEFFERSON COUNTY PUBLIC
SCHOOL DISTRICT R-1

Date: 12/13/12

By: 
Lesley Dahlkemper, President
Board of Education

JEFFERSON COUNTY EDUCATION
ASSOCIATION

Date: _____

By: _____
Ami Prichard
President, JCEA

CLASSIFIED SCHOOL EMPLOYEES
ASSOCIATION

Date: _____

By: _____
Nancy McCanless
President, CSEA

JEFFERSON COUNTY ADMINISTRATORS
ASSOCIATION

Date: 11/29/2012

By: 
Priscilla Straughn
President, JCAA

2. Amendment No. Five to the Pension Plan, in substantially the form attached hereto as Exhibit A, should be adopted by the Board effective October 2, 2013.

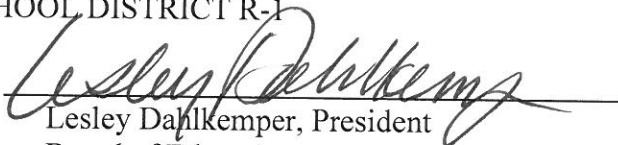
3. The Board members, the proper officers of District and their designated representatives are hereby individually authorized to take all actions and to do all things necessary, legal and proper to effectuate this Agreement and to amend the Pension Plan pursuant to this Agreement and to take such actions as necessary to keep the Pension Plan in compliance with law changes and actions taken by such persons with respect to previous Pension Plan amendments were authorized.

4. This Agreement may be executed by electronic signature and in multiple counterparts, and may be delivered by fax or other electronic means, each of which shall be deemed an original, and all of which together shall constitute one document.

Agreed to as of this 30 day of November, 2012.

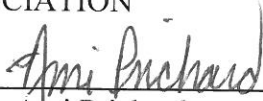
BOARD OF EDUCATION OF JEFFERSON
COUNTY PUBLIC SCHOOL DISTRICT R-1 ON
BEHALF OF JEFFERSON COUNTY PUBLIC
SCHOOL DISTRICT R-1

Date: 12/13/12

By: 
Lesley Dahlkemper, President
Board of Education

JEFFERSON COUNTY EDUCATION
ASSOCIATION

Date: 11/30/2012

By: 
Ami Prichard
President, JCEA

CLASSIFIED SCHOOL EMPLOYEES
ASSOCIATION

Date: _____

By: _____
Nancy McCanless
President, CSEA

JEFFERSON COUNTY ADMINISTRATORS
ASSOCIATION

Date: _____

By: _____
Priscilla Straughn
President, JCAA

**AMENDMENT NO. FIVE TO THE
SUPPLEMENTAL RETIREMENT PENSION PLAN FOR EMPLOYEES OF
JEFFERSON COUNTY PUBLIC SCHOOL DISTRICT R-1,
as Amended and Restated, September 1, 2008**

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 10.01, of the Supplemental Retirement Pension Plan for Employees of Jefferson County Public School District R-1, as Amended and Restated, September 1, 2008 (the "Plan"), the Plan is hereby amended, effective October 2, 2013, unless otherwise provided, as follows:

1. Article 5, Section 5.03(d) is amended in its entirety to read as follows:

“(d) Special Rules for Deferred Vested Members. Any Member who:


- (i) is entitled to a deferred vested retirement benefit under Section 4.04,
- (ii) has not yet commenced receipt of his retirement benefit by February 22, 2007, and
- (iii) either he:
 - (1) had not yet had the Retirement Committee approve his written application, or
 - (2) wishes to revoke an existing election,

must apply by the application due date in the schedule below to receive payment on the payment date, or payment commencement date. Except to adjust for a delayed payment due to semi-annual payment commencement dates and as provided in Section 4.04(b), no retroactive payments shall be made.


Application Due	Payment Date for Option 4 or Payment Commencement Date for Options 1, 2 and 3
August 31	October 1”

Adopted this 10th day of Dec., 2012.

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

By: 
Leslie Dahlkemper
President, Board of Education

Attest:

By: 
Jill Fellman
Secretary, Board of Education

**RESOLUTIONS OF THE BOARD OF EDUCATION OF JEFFERSON COUNTY
PUBLIC SCHOOL DISTRICT R-1
December 13, 2012**

WHEREAS, the Board of Education of Jefferson County Public School District R-1 (the "Board") established the Supplemental Retirement Pension Plan for Employees of the Jefferson County Public School District R-1, as subsequently amended and related trust ("Pension Plan");

WHEREAS, Article X of the Pension Plan allows the Board to amend the Pension Plan pursuant to a written agreement with the Jefferson County Education Association (JCEA) representing certified employees, the Classified School Employees Association (CSEA) representing classified employees, and the Jefferson County Administrators Association (JCAA) representing administrators (collectively, the "Associations");

WHEREAS, Article 5, Section 5.03(d) of the Pension Plan contains Special Rules for Deferred Vested Members (the "Special Rules");

WHEREAS, Section 5.03(d) of the Special Rules contains a schedule (the "Schedule") setting forth two dates that applications are due for Deferred Vested Members to commence receipt of their retirement benefits;

WHEREAS, the Schedule sets forth two payment dates that correspond with each of the application dates;

WHEREAS, the April payment date is inconsistent with the payment date for the active Members of the Pension Plan;

WHEREAS, the Board and the Associations agree to make the payment date consistent for active Members and Deferred Vested Members, and the Board wishes to approve and ratify the Agreement, effective December 13, 2012, in substantially the form attached hereto as Exhibit A;

WHEREAS, as a result of the above, the Board, pursuant the Agreement, has determined to amend the Pension Plan and to approve and adopt Amendment No. Five to the Pension Plan, generally effective October 2, 2013, in substantially the form attached hereto as Exhibit B;

WHEREAS, the Board wishes to authorize any member of the Board, its representative, or the proper officers of the Jefferson County Public School District R-1 (the "Employer") to execute forthwith Amendment No. Five to the Pension Plan and the Agreement, and any action taken with respect to the execution of Amendment No. Five and the Agreement by such persons is hereby ratified and approved, and these persons are authorized to do all other acts and things necessary and proper to keep the Pension Plan in full force and effect and to make such amendments and changes, if any, as may be necessary to maintain the qualification of the Pension Plan under the applicable sections of the Internal Revenue Code of 1986, as amended ("Code");

WHEREAS, the Board wishes to authorize any member of the Board, the proper officers of the Employer and their designated representatives to submit, or have submitted, to the Internal Revenue Service, the Pension Plan and Amendment No. Five to the Pension Plan and this resolution

in support of a request for a letter of determination that the Pension Plan, as amended, continues to qualify under Code Section 401(a); and

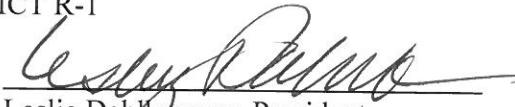
WHEREAS, the Board desires to authorize its members and the proper officers of the Employer and their designated representatives, to take all actions and to do all things necessary with respect to the Pension Plan in connection with these resolutions and to effectuate these resolutions and any actions taken by such persons in connections therewith are hereby ratified and approved.

NOW THEREFORE, BE IT RESOLVED THAT:


1. The Agreement with the Associations in substantially the form attached hereto as Exhibit A, required under Article X of the Pension Plan regarding eliminating from the Schedule the February application date and the April payment date is hereby approved and ratified.
2. Amendment No. Five to the Pension Plan, in substantially the form attached hereto as Exhibit B, is hereby approved and adopted generally effective October 2, 2013.
3. Any member of the Board, its representative, or the proper officers of the Employer are authorized to execute Amendment No. Five to the Pension Plan and the Agreement, and any action taken with respect to the execution of Amendment No. Five and the Agreement by such persons is hereby ratified and approved, and these persons are authorized to do all other acts and things necessary and proper to keep the Pension Plan in full force and effect and to make such amendments and changes, if any, as may be necessary to maintain the qualification of the Pension Plan under the applicable sections of the Code.
4. Any member of the Board, the proper officers of the Employer and their designated representatives are hereby individually authorized to submit, or have submitted, to the Internal Revenue Service, the Pension Plan and Amendment No. Five to the Pension Plan and this resolution in support of a request for a letter of determination that the Pension Plan, as amended, continues to qualify under Code Section 401(a).
5. The Board members, the proper officers of the Employer and their designated representatives are hereby individually authorized to take all actions and do all things necessary with respect to the Pension Plan and in connection with these resolutions and to effectuate these resolutions and any actions taken by such persons in connections therewith are hereby ratified and approved.

JEFFERSON COUNTY PUBLIC SCHOOL
DISTRICT R-1

By:


Leslie Dahlkemper, President
Board of Education

Attest:


Jill Fellman, Secretary
Board of Education