

MEMORANDUM OF UNDERSTANDING

Two Employee/Family Coverage

The Leon County School District (LCS) and the Leon Educational Staff Professional Association (LESPA) hereby tentatively agree to the provisions of Article 15.01, Health Insurance Program, as set out below and will support the ratification of such provisions by the members of the LESPA bargaining unit and the Leon County School Board. The new provisions of the language shall be added to the Collective Bargaining Agreement and become effective upon the date of ratification.

Article XV

Insurance and Payroll Deductions

15.01 Health Insurance Program

A. The Board will make available to eligible employees a group health insurance program. The Board shall contribute the following percentages of the premiums charged by each of the health care plans, including the premium for mental health care, offered by the District through its health care program:

- 80 percent of the individual coverage premium; and
- 60 percent of the two-person and family coverage premium.

B. Two-Employee Coverage

1. Two-Employee - Two-Person Coverage. Each employee covered under two-employees - two-person coverage shall pay the individual employee's cost for single coverage.
2. Two-Employee - Family Coverage. Each employee covered under two-employees - family coverage shall pay the individual employee's cost for single coverage. When an employee covered under the Two-Employee/Family Coverage passes away, the surviving employee/spouse will be eligible to continue to pay the Two-Employee/Family premium for the remainder of the plan year plus one (1) additional plan year, as long as the plan is still considered a family plan. If the plan becomes a Two-Person plan, the premium will change to Two-Person.

C. The Board will provide for the payment of premiums by payroll deduction for employees for such plan. The Board health insurance contribution shall be made in ten (10) installments.


Brett Shively
Divisional Director, Human Resources

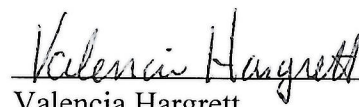
02/25/2025
Date


Chris Segal
Executive Director, FEA

02/25/25
Date


Rocky Hanna
Superintendent

2/25/25
Date


Valencia Hargrett
President, LESPA

02/25/25
Date