



SUPERINTENDENT
ROCKY HANNA

BOARD CHAIR
Laurie Lawson Cox
BOARD VICE CHAIR
Marcus Nicolas

BOARD MEMBERS
Darryl Jones
Alva Swafford Smith
Roseanne Wood

MEMORANDUM OF UNDERSTANDING

Two Employee/Family Coverage

The Leon County School District (LCS) and the Local 1010 District Council 78, International Union of Painters and Allied Trades (Local 1010) hereby tentatively agree to the provisions of Article 6.01, Health Insurance, as set out below and will support the ratification of such provisions by the members of the Local 1010 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 VI Insurance

6.01 Health Insurance

A. The Board will make a group health insurance program available to eligible employees. An employee must work at least 17.5 hours per week in order to be eligible for insurance benefits and must have 5 days of pay in a pay period for benefits to be payroll deducted. 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-employee/two-person coverage shall pay the individual employee's cost for single coverage.
2. Two-Employee/Family Coverage. Each employee covered under two-employee/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.

 3/20/2025
Brett Shively Date
Divisional Director, Human Resources

 3/18/25
Richard Jones Date
Chief Negotiator, District Council 78, IUPAT

 3/20/25
Rocky Hanna Date
Superintendent

 3-20-25
Allen Jones Date
President, Local 1010