



SUPERINTENDENT
ROCKY HANNA

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Laurie Lawson Cox
BOARD VICE CHAIR
Marcus Nicolas

BOARD MEMBERS
Darryl Jones
Alva Swafford Smith
Roseanne Wood

MEMORANDUM OF UNDERSTANDING

Employee Childcare Assistance

The Leon County School District and the Leon Educational Staff Professional Association (LESPA) hereby tentatively agree to the provisions 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. Both parties agree this Memorandum of Understanding will sunset June 30, 2026.

The Leon County School District and the Leon Educational Staff Professional Association believe that employee childcare assistance provides a positive benefit to employees, which affects employee morale and retention.


Therefore, both parties agree to the following terms and conditions to establish a trial program for an Employee Childcare Discount program that is applicable to before and after school enrichment programs. The implementation shall be conducted as a trial period for the 2025/2026 contract year. Provided that the program outcomes have a favorable impact on employee morale and retention of employees, and are fiscally sustainable, the program may be extended through a Memorandum of Understanding in future years. The School Board may consider annually, upon recommendation of the Superintendent, an appropriation to fund the Employee Childcare Discount program.

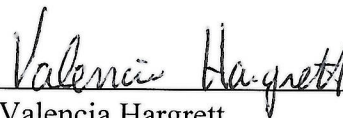
The Leon County School Board agrees to offer all active LESPA employees, who are currently employed, free access to before-and after-school extended day enrichment programs administered on-site by Leon County Schools. Eligible participants include the child (biological or adopted), step-child, foster child, or a child for whom the employee has legal guardianship. Participation is subject to compliance with established policy and may be capped by location based on availability.

A centralized district-wide enrollment window will open July 1, 2025 and shall remain open as long as the program has not reached capacity. Acceptance shall be issued in the order of application received.

 02/25/2025
Brett Shively Date
Divisional Director, Human Resources

 02/25/25
Chris Segal Date
Executive Director, FEA

 2/25/25
Rocky Hanna Date
Superintendent

 02/25/25
Valencia Hargrett Date
President, LESPA