

**MEMORANDUM OF UNDERSTANDING****Employee Childcare Assistance**

The Leon County School District and the Leon Classroom Teachers Association (LCTA) hereby tentatively agree to the provisions set out below and will support the ratification of such provisions by the members of the LCTA 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 Classroom Teachers Association believe that employee childcare assistance provides a positive benefit to employees, which affects employee morale and retention.

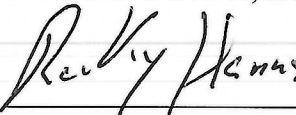
Therefore, both parties agree to the following terms and conditions to establish a trial program for an Employee Childcare Discount program that is applicable to before and after school enrichment programs. The implementation shall be conducted as a trial period for the 2025/2026 contract year. Provided that the program outcomes have a favorable impact on employee morale and retention of teachers, 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.

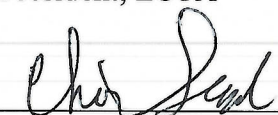
The Leon County School Board agrees to offer all active teachers that are currently employed, before and after school extended day enrichment programs administered on-site by Leon County Schools free of charge. Eligible participants include the child (biological or adopted), step-child, foster child,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

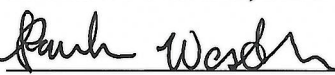
A centralized district-wide enrollment window will open July 1, 2025 and shall remain open as long as the program has not reached capacity. Acceptance shall be issued in the order of application received.

 01/14/2023  
Brett Shively Date  
Divisional Director, Human Resources

 1/14/25  
Scott Mazur Date  
President, LCTA

 1/14/2025  
Rocky Hanna Date  
Superintendent

 01/14/25  
Chris Segal Date  
Executive Director, FEA

 1/14/25  
Pamela Weston Date  
Chief Negotiator, LCTA