

MEMORANDUM OF UNDERSTANDING

BETWEEN

ST. JOHNS COUNTY SCHOOL DISTRICT ("District")

AND THE

ST. JOHNS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION ("SJESPA" or "UNION")

Insurance Plan Design & Premium Increases MOU

This Memorandum of Understanding ("MOU") is entered into by and between St. Johns County School District and St. Johns Education Support Professional Association. The parties acknowledge and agree to the insurance plan design changes and premium adjustments that will go into effect January 2027 – December 2027 as outlined in the attached documents, Appendix D and Insurance Premiums.

By signing below, the parties affirm their agreement to the insurance plan design modifications and premium increases as described in the attachments.

It is the understanding of these parties that the plan design and premiums will be reevaluated as stated in Article XIII Insurance

This Memorandum of Understanding begins July 1, 2026, and shall expire on June 30, 2027.

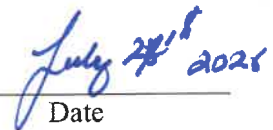
 7/27/26

Bethany Koch

Date



Wayne King

 July 27th 2026

Date