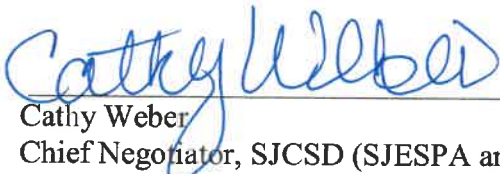


**Memorandum of Understanding  
Between the  
St. Johns County School District  
And  
St. Johns Education Support Professional Association  
And  
St. Johns Education Association**

**Medical Plan  
2020-2021**

This memorandum is written as part of the signed and ratified proposal between the St. Johns County School District and the St. Johns Education Support Professional Association and the St. Johns Education Association for July 1, 2020 – June 30, 2021

- (1) The effective date of this MOU will be July 1, 2020.
- (2) The purpose of this MOU is to provide clarification regarding changes to the SJCSO medical plan. On January 1, 2015, a change was made to the medical insurance plan offering two separate plans to full-time employees, Hospital 1 and Hospital 2.
- (3) Employees will have the opportunity to change plans each school year during open enrollment or throughout the year within 30 days of a qualified family status change as governed by the Section 125 pre-tax contribution plan.
- (4) From July 1, 2020 through June 30, 2021, employees that have a spouse covered by the SJCSO medical plan will pay an additional premium of \$35 per pay period if the spouse is offered insurance through an employer sponsored insurance plan outside of the SJCSO.
- (5) As of December 31, 2016, the Affordable Care Act Reinsurance Fee stopped. Any future changes to Health Care Reform that impact this MOU will be negotiated.
- (6) This MOU will remain in effect until June 30, 2021 or until it is expressly superseded by the duly ratified terms of the applicable collective bargaining agreement. Agreeing to this MOU does not set any precedent or past practice for future negotiations on insurance.

  
Cathy Weber  
Chief Negotiator, SJCSO (SJESPA and SJE)

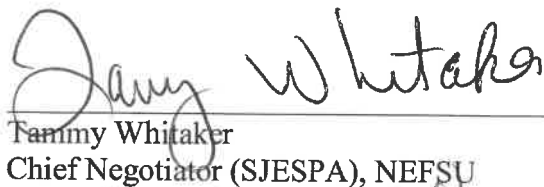
Date

9-16-20

  
Justin Vogel  
Chief Negotiator (SJE)

Date

9-16-2020

  
Tammy Whitaker  
Chief Negotiator (SJESPA), NEFSU

Date

9-16-2020