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Memo of Understanding Between
The School Board of Lake County And
Service Employees International Union FPSU

Health Insurance Plan Options

Per the Lake County Schools Joint Insurance Advisory Committee meeting on July 10th, 2025, a decision was reached by a majority vote to end the Florida Blue Options Plan 3559 as an option for LCS employees, effective as of September 1st, 2025.

This Memo of Understanding (MOU) is to establish under Article 11, Health Insurance; Section 1, Health Insurance:

Florida Blue Options Plan ~~3559~~ **5771** is considered the base employee health insurance plan. The board will pay an amount equal to 95% of the employee only coverage premium/contribution for the base plan regardless of which plan the employee selects. This Board premium/contribution is for employee only coverage for employees who work six (6) hours or more per day or thirty (30) or more hours per week. The board will pay an amount equal to 50% of the premium/contribution for the base plan for employees who work four (4) to less than six (6) hours per day or twenty (20) to less than thirty (30) hours per week regardless of which plan the employee selects.

Employees who change work hours will gain or lose the maximum Board health insurance contribution based on the six (6) hour threshold. An employee must be in the new position or new work hours for at least thirty (30) days to receive or lose the maximum Board health insurance contribution. The contribution or coverage change will take place the first day of the month following the thirty (30) days. Insurance benefits for new employees will be determined by the number of hours specified on the appointment form at the time of hire.

Employees working less than four (4) hours per day or twenty (20) hours per week are not eligible for benefits. Caregivers, substitutes, and temporary employees are also not eligible for benefits.

A. Both parties agree that consensus has been reached on the implementation of the HPI Plan, Florida Blue, Blue Options Plans ~~3559~~, 5771, 5180/081, The Standard Insurance/EAP program, and The Standard Insurance Life Accidental Death and Dismemberment programs.

This MOU language supersedes current related contract language in Article 11, Section 1 (A).

For the Board Date

For SEIU Date