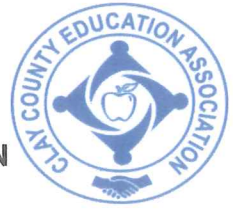


**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE SCHOOL BOARD OF CLAY COUNTY, FLORIDA  
AND  
CLAY COUNTY EDUCATIONAL STAFF PROFESSIONAL ASSOCIATION**

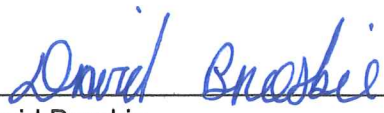


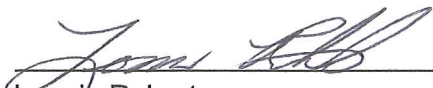
**INCREASED INSURANCE CONTRIBUTION FOR SCHOOL YEAR 2020-2021**

The Board agrees to pay (as stated in Appendix F of current CESPAs contract), per pay period, during each pay period when premiums are deducted from employees' pay, toward the premiums for coverage for comprehensive hospital-surgical-major medical insurance and 100% of the group life insurance policy, up to a maximum of \$32.20, for each full time employee contracted in a at least six-tenths (.6) or more of each consecutive day for 60 days or more or for the balance of the school year.

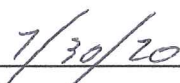
The Board acknowledges that current contract language states that any increase in the School Board's contribution to the insurance premium (as stated in Appendix F of current CESPAs contract) shall be effective only upon ratification of the contract. If a contract, with new increased premium contribution amounts, is not ratified by September 15th of each year, the previous year's School Board contribution rate will be considered the status quo until a new contract is ratified. The Board agrees to pay 100 % of the 5.9 % increase of \$2,010,597.00 for the 2020-2021 school year without a contract having been ratified by September 15th of this school year. The agreement to pay the entire increase shall not be used as past practice for future school years or be considered as a permanent waiver of existing contract language. This Board and CESPAs expressly acknowledge the benefit to Clay County District Schools employees through the Board paying the increased premium cost for the 2020-2021 school year allowing school board employees to maintain current insurance premium costs.

Wherefore, the Board and CESPAs, through the execution of this Memorandum of Understanding by each of their authorized representatives below, concur with and bind themselves to this Memorandum of Understanding as of the date indicated below.

  
\_\_\_\_\_  
David Broskie  
Clay County District Schools Superintendent

  
\_\_\_\_\_  
Lonnie Roberts  
CESPA President

  
\_\_\_\_\_  
Carol Studdard  
CCDS School Board Chair

  
\_\_\_\_\_  
Date