

# THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966-1012 ♦ (239) 334-1102 ♦ TTD/TTY (239) 335-1512  
WWW.LEESCHOOLS.NET

Jeanne S. Dozier  
*Chairman, District 2*  
Jane E. Kuckel, Ph.D.  
*Vice Chairman, District 3*  
Robert D. Chilmonik  
*District 1*  
Steven K. Teuber, J.D.  
*District 4*  
Elinor C. Scricca, Ph.D.  
*District 5*  
James W. Browder, Ed.D.  
*Superintendent*  
Keith B. Martin, Esq.  
*Board Attorney*

## MEMORANDUM OF AGREEMENT

This document shall constitute a Memorandum of Agreement between the Support Personnel Association of Lee County (SPALC) and The School District of Lee County relating to Benefit Bank dollars for employees who decline District health insurance.


The parties agree to the following change to Article 13:

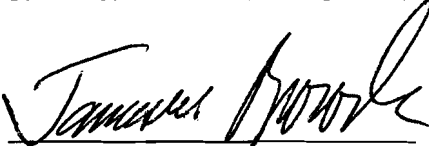
13.06 - OPTIONS TO DECLINE BENEFITS: Employees who can verify evidence of health insurance coverage shall be allowed to decline coverage under the School District's health plan. Effective with the April 2008 health plan year, those employees shall receive \$25 per paycheck (24 pay periods) / \$30 per paycheck (20 pay periods) of Benefit Bank dollars to spend on voluntary benefits (dental, vision, and/or cancer insurance).

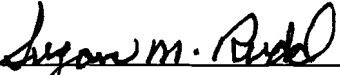
Agreed to:


Support Personnel Association of  
Lee County

The School District of Lee County

  
Robert L. Rushlow  
President  
12-03-07  
Date

  
James W. Browder, Ed.D.  
Superintendent  
Date

  
Susan M. Rudd  
Service Unit Director  
Island Coast, FEA  
12/3/07  
Date

  
Gregory K. Adkins, Ed.D.  
Chief Negotiator  
12/4/07  
Date

**APPROVED**

**DEC 11 2007**

**SCHOOL BOARD OF  
LEE COUNTY**



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Board Attorney

## MEMORANDUM OF AGREEMENT

This document shall constitute a Memorandum of Agreement between the Support Personnel Association of Lee County (SPALC) and The School District of Lee County relating to the pharmacy co-payment for generic prescription drugs covered by the District's self-funded health plans (BCBS 927, 903, 706, and 118 PPO plans).

The parties agree to the following changes to Article 13:

The pharmacy co-payment for generic prescription drugs (both retail and mail Order) in all plans will change from \$10 to \$0 effective April 1, 2008.

Agreed to:  
Support Personnel Association of  
Lee County

The School District of Lee County

Robert L. Rushlow      12-03-07  
Robert L. Rushlow      Date  
President

James W. Browder  
James W. Browder, Ed.D.      Date  
Superintendent

Suzan M. Rudd      12/3/07  
Suzan M. Rudd      Date  
Service Unit Director  
Island Coast, FEA

Gregory K. Adkins      12/4/07  
Gregory K. Adkins, Ed.D.      Date  
Chief Negotiator

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