

MEMORANDUM OF UNDERSTANDING  
between  
THE LOMPOC UNIFIED SCHOOL DISTRICT  
and  
THE LOMPOC FEDERATION OF TEACHERS (AFT 3151)

INTRODUCTION

The following memorandum of understanding reflects the full and complete agreement between the Lompoc Unified School District (hereafter "District") and the Lompoc Federation of Teachers (hereafter "Federation") regarding health benefit employee expense for the 2020-2021 school year.

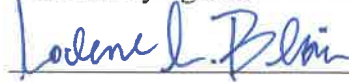
JOINT INTEREST


Both the District and the Federation have a joint interest of decreasing medical expenses for new and existing families working in the Lompoc Unified School District.

IMPLEMENTATION

1. The LFT – District Collective Bargaining Agreement amends article 11.2 to reflect that the District will offer the Blue Cross 80% PPO medical plan as the highest district-sponsored individual medical plan rather than the Blue Cross PPO 100% medical plan.
2. The savings captured between fully-funding the single coverage Blue Cross 100% PPO, to the Blue Cross 80% PPO will be applied to the Employee +1 coverage, and the Employee + Family coverage to decrease the plan cost to those employees. For 2020-21, LUSD will contribute: \$1,039.60 for the 2-party plan (Employee +1) per month and \$1,355.20 for the family plan per month.
3. LUSD employees who wish to have a 90% or 100% PPO medical plan can choose to buy-up to those plans.
4. This health benefit plan contribution restructure does not result in any cost savings to the District.
5. This MOU is only for the 2020-2021 school year.

Tentatively agreed to on May 7, 2020.

  
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 Lodene Blair  
 President,  
 Lompoc Federation of Teachers

  
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 John Karbula  
 District Lead Negotiator  
 Lompoc Unified School District

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 Steve Straight  
 President, Board of Education  
 Lompoc Unified School District

Date: 05/07/20