

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
PALM BEACH COUNTY CLASSROOM TEACHERS ASSOCIATION (CTA)
AND THE
SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA**

The above-mentioned parties agree this ____ day of _____, 2004 to amend Article VIII, Section H e ii as follows:

“e. ii. In keeping with Article VIII, Section H (e) (i) of this Agreement, the parties have agreed that effective January 1, 2004, the District will pay 80% of the increase in the first thirteen percent (13%) increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan. The parties further agree to reopen coalition negotiations on the issue of how to split the cost of any increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan that is in excess of thirteen percent (13%) for any given year except that for calendar years 2004 and 2005 which is are provided for below.

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the HMO Choice 39 Plan:

Employee only	\$ 330.86
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the EPO Choice Plan:

Employee only	\$ 282.00
Employee plus children	\$ 613.64
Employee plus spouse	\$ 627.53
Employee plus full family	\$ 665.26

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the POS Plans:

Employee only	\$ 367.00
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the PPO Plans:

Employee only	\$ 350.86
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

**FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA:**

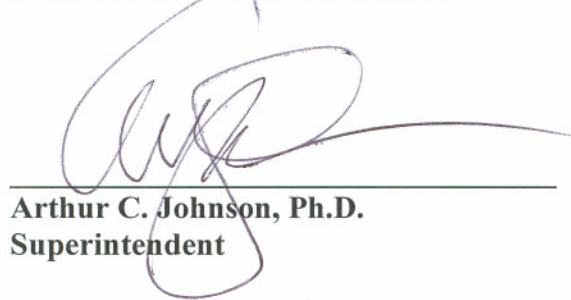
**FOR THE PALM BEACH COUNTY
CLASSROOM TEACHERS
ASSOCIATION:**



Gerald A. Williams
Chief Officer of Administration



Helene Samango
Executive Director



Arthur C. Johnson, Ph.D.
Superintendent



Theo Harris
President

Thomas Lynch
School Board Chairman

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NATIONAL CONFERENCE OF FIREMEN & OILERS, LOCAL 1227
(REGULAR, SUPERVISORY AND PARAPROFESSIONAL II)
AND THE
SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA**

The above mentioned parties agree this ____ day of _____, 2004 to amend Article 36, Section 4 (d) (ii) of the Regular contract, Article 34, Section 4 (d) (ii) of the Supervisory contract and Article 33, Section 4 (d) (ii) of the Paraprofessional Assistant II contract as follows:

“d. ii. In keeping with Article 36, Section 4 (d) (i) [of the Regular contract], Article 34, Section 4 (d) (i) [of the Supervisory contract, and] Article 33, Section 4 (d) (i) [of the Paraprofessional contract] of this Agreement, the parties have agreed that effective January 1, 2004, the District will pay 80% of the increase in the first thirteen percent (13%) increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan. The parties further agree to reopen coalition negotiations on the issue of how to split the cost of any increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan that is in excess of thirteen percent (13%) for any given year except that for calendar years 2004 and 2005 which is are provided for below.

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Employee plus full family	\$ 743.47

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the EPO Choice Plan:

Employee only	\$ 282.00
Employee plus children	\$ 613.64
Employee plus spouse	\$ 627.53
Employee plus full family	\$ 665.26

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Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the POS Plans:

Employee only	\$ 367.00
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

Effective January 1, 2004 and throughout calendar years 2004 and 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the PPO Plans:

Employee only	\$ 350.86
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47"

(All remaining provisions of the Health Insurance Articles of the respective contracts remain unchanged.)

**FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA:**



Gerald A. Williams
Chief Officer of Administration

**FOR THE NATIONAL
CONFERENCE OF FIREMEN &
OILERS, LOCAL 1227**



Sharon A. Munley
President



Arthur C. Johnson, Ph.D.
Superintendent

Thomas Lynch
School Board Chairman

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION
(OFFICERS)
AND THE
SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA**

The above mentioned parties agree this ____ day of _____, 2004 to amend Article 13 of the parties Collective Bargaining Agreements for Officers in Section 13.1 (2) (e) (ii) as follows:

“e. ii. In keeping with Article 13, Section 13.1 (2) (e) (i) of this Agreement, the parties have agreed that effective January 1, 2004, the District will pay 80% of the increase in the first thirteen percent (13%) increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan. The parties further agree to reopen coalition negotiations on the issue of how to split the cost of any increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan that is in excess of thirteen percent (13%) for any given year except that for calendar years 2004 and 2005 which is are provided for below.

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Employee plus full family	\$ 665.26

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Effective January 1, 2004 and throughout calendar years 2004 *and* 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the POS Plans:


Employee only	\$ 367.00
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

Effective January 1, 2004 and throughout calendar years 2004 *and* 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the PPO Plans:

Employee only	\$ 350.86
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47

**FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA:**


**FOR THE PALM BEACH COUNTY
POLICE BENEVOLENT
ASSOCIATION:**



Gerald A. Williams
Chief Officer of Administration



Ernest W. George
President



Arthur C. Johnson, Ph.D.
Superintendent



Robert Walton
Representative

Thomas Lynch
School Board Chairman



Larry Fagan, Esq.
Chief Negotiator

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
ASSOCIATION OF EDUCATIONAL SECRETARIES AND OFFICE
PROFESSIONALS (AESOP)
AND THE
SCHOOL DISTRICT OF PALM BEACH COUNTY, FLORIDA**

The above mentioned parties agree this ____ day of _____, 2004 to amend Article 6, Section B (4) (d) (ii) as follows:

“d. ii. In keeping with Article 6, Section B (4) (d) (i) of this Agreement, the parties have agreed that effective January 1, 2004, the District will pay 80% of the increase in the first thirteen percent (13%) increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan. The parties further agree to reopen coalition negotiations on the issue of how to split the cost of any increase in the medical insurance premium for single coverage for full-time employees enrolled in the HMO Choice 39 Plan that is in excess of thirteen percent (13%) for any given year except that for calendar years 2004 and 2005 which is are provided for below.

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Employee only	\$ 367.00
Employee plus children	\$ 646.11
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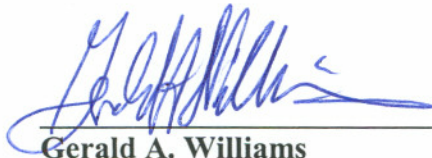
Effective January 1, 2004 and throughout calendar years 2004 *and* 2005 the District will pay the following towards the monthly medical insurance premium cost for full-time employees enrolled in the PPO Plans:

Employee only	\$ 350.86
Employee plus children	\$ 646.11
Employee plus spouse	\$ 662.56
Employee plus full family	\$ 743.47"

(All remaining provisions of Article 6, Section B remain unchanged.)

**FOR THE SCHOOL DISTRICT OF
PALM BEACH COUNTY, FLORIDA:**

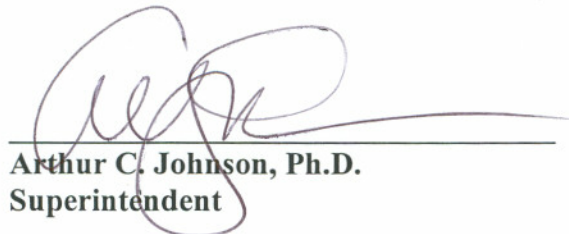
**FOR THE ASSOCIATION OF
EDUCATIONAL SECRETARIES
AND OFFICE PROFESSIONALS:**



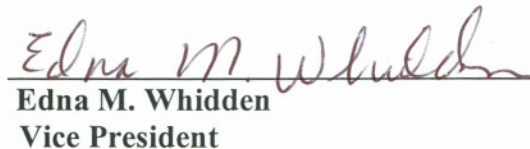
Gerald A. Williams
Chief Officer of Administration



Judy Lerro
President



Arthur C. Johnson, Ph.D.
Superintendent



Edna M. Whidden
Vice President



Thomas Lynch
School Board Chairman



Natalie Engel
Chief Negotiator

