

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITRUS COUNTY SCHOOL DISTRICT ("District")
AND THE
CITRUS COUNTY EDUCATION ASSOCIATION ("CCEA" or "Union")

Limited Health Insurance Premium Discount

In consideration of budgetary constraints and necessary increases in health insurance premiums for the 2026 plan year, the Board agrees to provide a limited-time discount on health insurance premiums to be paid from the self-insurance reserve. The following monthly discounts will apply to premiums collected for each *active* employee beginning with the 12/15/2025 premium payment and expiring with the premium payment taken on the last pay date of the 2025-2026 fiscal year.

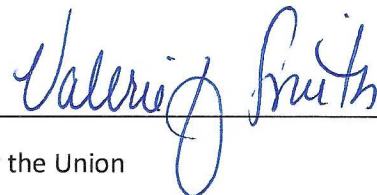
- Plan 3359: \$20/month Premium Discount for Active Employees
- Plan 5168: \$20/month Premium Discount for Active Employees
- Plan 5169: \$20/month Premium Discount for Active Employees
- Plan 5172: \$8/month Premium Discount for Active Employees

It is expressly understood by the parties that all discounts will expire June 30, 2026.

Dated this 20th of October 2025



For the Board



For the Union