

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

HR136-LFT

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 2024-2025 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 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% 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 + One (1) coverage, and the Employee + Family coverage to decrease the plan cost to those employees. For 2024-25, the district will contribute: Single \$1136 (80% single-person plan), 2-party to \$1436 (80% single-person plan + \$300) and the family plan to \$1636 (80% single-person plan + \$500)
3. If 2 employees are sharing a 2-party plan, the additional district contribution does not apply. For 2 employees sharing a family plan, one additional district contribution applies (80% + 80% + \$500).
4. District employees who wish to have a 90% or 100% PPO medical plan can choose to buy up to those plans.
5. The health plan contribution restructure does not result in any cost savings to the district.
6. The MOU is only for the 2024-2025 school year.

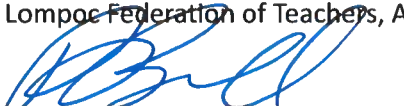
Agreed to on Thursday, June 6, 2024



Skyler Petersen, President

Lompoc Federation of Teachers, AFT 3151

6/6/2024  
Date



Paul Bommersbach, Assistant Superintendent

Lompoc Unified School District

6/6/24  
Date



William "Franky" Caldeira, Board President

Lompoc Unified School District

6/25/24  
Date