

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**The Hardee County School Board (Employer)**  
**And**  
**Hardee Education Association United HEA/U (Union)**

Regarding Health Insurance Benefits and the Employee Benefit Health Reimbursement Arrangement (EBHRA).

This Memorandum of Understanding (MOU) is entered into by and between the Hardee County School Board ("the Employer") and Hardee Education Association, HEA/U ("the Union") pursuant to the terms of the Master Contracts. This MOU addresses modifications to the health insurance benefits for the 2025-2026 plan year.

**RECITALS**

WHEREAS, Florida Statute 447.309 (1) states in applicable part *"After an employee organization has been certified pursuant to the provisions of this part, the bargaining agent for the organization and the chief executive officer of the appropriate public employer or employers, jointly, shall bargain collectively in the determination of the wages, hours, and terms and conditions of employment of the public employees within the bargaining unit."*

WHEREAS, The Public Employees Relations Commission (PERC) has certified HEA/U as the bargaining agent for an identified unit of HEA/U Employees.

WHEREAS, the parties are committed to providing quality, affordable health insurance options for all employees; and

WHEREAS, the Insurance Review Committee, established under Article 25, Section 2 of the Master Contract, has discussed various plan options and cost-saving measures; and

WHEREAS, the Employer maintains that health insurance, including the EBHRA, can be altered or waived upon recommendation of the Insurance Review Committee. Provided four-fifths of the committee members agree to recommendations, they shall be made directly to the School Board which shall either accept the recommendations or refer them back to the committee. If less than this fraction of the committee members agree, the results of the committee's work shall be submitted to the parties' negotiations teams for resolution during subsequent bargaining (Article 25-Section 2 (A) (4) and Article 24-Section 2 (A) (4))

WHEREAS: In May, 2025, the Hardee County School District Insurance Review Committee convened and voted 5-0 to propose a MOU between the Hardee County School Board and HEA United to eliminate the current EBHRA plan, which offers a \$1,200 HRA to eligible employees who decline medical insurance coverage.

WHEREAS: In June, 2025, the School Board of Hardee County voted 4-1 to approve moving forward with the proposed MOU between the Hardee County School Board and HEA United to

eliminate the current EBHRA plan offering of a \$1,200 HRA to eligible employees who decline medical insurance coverage.

WHEREAS, the parties desire to reach a temporary, mutually agreeable solution that provides stability while allowing for further negotiation;

NOW, THEREFORE, the parties agree as follows:

#### **ARTICLE 1 – MODIFICATION TO THE EBHRA**

1.1 For the 2025-2026 insurance plan year only, the current \$1,200 EBHRA payment will be suspended for all eligible employees who decline coverage under the School Board's group health insurance plan.

1.2 Payments outlined in accordance with the existing terms and conditions of the ESP and Teacher Contracts will be temporarily suspended for the 2025-2026 insurance plan year only.

#### **ARTICLE 2 – SUNSET PROVISION AND REVERSION OF CONTRACTUAL RIGHTS**

2.1 This MOU shall be effective upon ratification by the Union membership and approval by the School Board and shall remain in effect until June 30, 2026, at which point it shall automatically expire and be of no further force or effect.

2.2 Upon expiration of this MOU on June 30, 2026, the provisions of Article 24, Section 1 subsection 2 (Insurance) of the ESP Contract, and Article 25, Section 4 subsection 2 (Insurance) of the Teacher contract shall be fully reinstated and take effect as if this MOU had never been enacted.

#### **ARTICLE 3 – RATIFICATION**

This Memorandum of Understanding shall become subject to ratification by the membership of Hardee Education Association United and subsequent approval by the Hardee County School Board upon conclusion of the collective bargaining for fiscal year 2025-2026.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding on the dates set forth below.

For the Administration:

Dr. Sherri Albritton, Hardee County School  
Board




Signature



Date

For the Union:

Richard Decoteau, HEA United



Signature

10/01/2025

Date