

**FCSB - FCEA: Full Book Negotiations 2022-2025**  
**FCEA Proposal: April 20, 2022**

**Memorandum of Understanding: Insurance Loyalty Rebate**

The Flagler County School Board (FCSB), with regards to health insurance, has been self-insured since September 1, 2013. Many employees of FCSB have utilized the District supported health insurance over the past nine years, contributing to the plans as well as the Insurance Reserve Fund.

To reward employees for their contributions to this fund balance, the District shall pay out an Insurance Loyalty Rebate to employees who are currently enrolled with the District's health insurance plans at \$100 per year of enrollment, up to a maximum of \$900.

The following qualifications apply to the payout of this loyalty rebate:

- The employee must be currently employed with Flagler County Schools, including those employees out on approved leave.
- The employee must be currently enrolled in any of the health insurance plans as of the date of the tentative agreement.
- There shall be no differentiation of payout based on selected insurance plan.
- Any employee who has previously retired, resigned, or been terminated from employment with FCSB is not eligible for the loyalty rebate.
- The years of enrollment for the loyalty program are not required to be consecutive. For example, if an employee elected to have district insurance in 2013-2014, and then not for several years, and then re-enrolled in the plan in the 2021-2022 plan year, the employee would be entitled to a \$200 loyalty rebate based on two years of enrollment in the health insurance plans.
- Only district employees are entitled to the rebate. Spouses and/or dependents do not qualify for the rebate nor shall having a spouse or dependents on the plan increase the rebate that the employee receives.

The payout of the Insurance Loyalty Rebate shall take place no later than July 30, 2022.

Tentatively Agreed to on \_\_\_\_\_

\_\_\_\_\_  
Katie Hansen, FCEA President

\_\_\_\_\_  
Tammy Whitaker, Northeast Florida Service Unit Director FEA

\_\_\_\_\_  
Robert Bossardet, Assistant Superintendent of Academic Services

\_\_\_\_\_  
Paul Peacock, Chief of Operational Services