

MEMORANDUM OF UNDERSTANDING #19
Mental Health Parity for 2023-24
September 15, 2023

This Memorandum of Understanding (“MOU”) is made on this 15th day of September 2023, by and between the School Board of Orange County, Florida (“District” or “OCPS”) and the Orange County Classroom Teachers Association (“Union” or “OCCTA”).

This MOU is to memorialize the parties’ agreement regarding Mental Health Parity Implementation for 2023-24.

The mental/behavioral health benefits currently include the following:

- Visits 1-5: \$0 copay
- Visits 6-10: \$10 copay
- Visits 11-20: \$20 copay
- Visits 21+: no coverage
- Therapeutic services for autism have an annual/lifetime cap

Effective October 1, 2023, the mental/behavioral health benefits will include the following:

- Visits 1-5: \$0 (same as current program)
- Visits 6-10: \$10 (same as current program)
- Visits 11+: \$20 copay with no cap on number of visits
- No annual/lifetime cap for therapeutic services for autism

This MOU is limited to the agreements expressly set forth herein and the specified changes relating to mental health parity coverage for 2023-24. Any and all other changes are subject to negotiations and the written agreement of the parties.

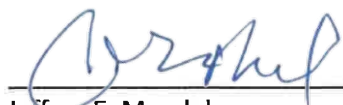
This MOU is not part of the reopener negotiations for the 2023-24 school year nor does it initiate negotiations for a successor agreement.

This Memorandum of Understanding expires September 30, 2024. The District health plan will continue to comply with Mental Health Parity after the expiration date.

Execution of this MOU is contingent on execution by all bargaining units.

For School Board of Orange County, Florida:

For Orange County Classroom Teachers Association:



Jeffrey E. Mandel
Chief Negotiator



Clinton McCracken
President