

ARTICLE XVII FRINGE BENEFITS

A. Health Insurance

1. The Board agrees to provide, a health insurance program with various health plan options through the Orange County Public Schools Employee Benefits Trust.

2. The program shall include hospitalization, emergency services, general medical services, and prescription drugs, and may differentiate between in-network and out-of-network coverage as specified in the Plan Document and Appendix C. Appendix C shall hereby be incorporated into and made a part of this Contract.

There shall be no reduction in benefits for plan year 2026-27.

There shall be no increase in employee contributions or effective costs to employees for plan year 2026-27. The District shall take the following steps within 30 days to obtain cost efficiencies and cost reductions through means including but not limited to:

- **Direct contracting with Orlando Health**
- **Expansion of direct contracting with Lantern Care**
- **Direct contracting with Quantify Infusions**
- **Direct contracting with Bexa**
- **Direct contracting with Garner**
- **Expansion of direct contracting with People One Health Clinic**
- **Explore other cost saving efficiencies and reductions**
- **Analysis of employee premiums and plan design based on income bands**
- **Produce all documents, data and analyses as request by OCCTA requested 4/27/26**

The District shall not interfere with the Union's communication with providers for the purpose of obtaining and sharing information, materials, and flyers with bargaining unit members regarding available benefits. Neither the Union nor any provider shall be required to obtain prior District approval for such communication or distribution.

The Union reserves the right to add to, delete and/or modify these proposals during the course of negotiations. The Union's proposals may represent a clarification of rights that it already has under existing contract language.