MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on January 9, 2020, by and between the QUEENSURY UNION FREE SCHOOL DISTRICT ("District") and the QUEENSURY SCHOOL BUILDINGS AND GROUNDS ASSOCIATION UNIT 9013 OF CSEA, INC. LOCAL 1000 AFSCME, AFL-CIO ("Association") as follows:

WHEREAS, the District and the Association have entered into a Collective Bargaining Agreement for the period July 1, 2019 through June 30, 2022; and

WHEREAS, the parties hereto desire to modify the health insurance contributions for the BOCES Consortium Trust HRA Plan, or equivalent, ("HRA Plan") to be paid by the District and the employees in the bargaining unit pursuant to Article IX of the Collective Bargaining Agreement for the period July 1, 2020 through June 30, 2022;

NOW, THEREFORE, the parties hereto agree as follows:

1. The following shall be the cost share of the premiums for the HRA Plan instead of the provision in Section 2 of Article IX of the parties’ Collective Bargaining Agreement regarding the HRA Plan for the years 2020-2021 and 2021-22 only:

<table>
<thead>
<tr>
<th>HRA Plan</th>
<th>District</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-21</td>
<td>92%</td>
<td>8%</td>
</tr>
<tr>
<td>2021-22</td>
<td>92%</td>
<td>8%</td>
</tr>
</tbody>
</table>

The provisions regarding the premium contributions for the HRA will sunset on June 30, 2022, and the premium contributions will thereafter revert to the original provisions in the 2019-2022 Collective Bargaining Agreement until a successor agreement is reached.


3. This Memorandum of Agreement is subject to the approval of the District’s Board of Education.

IN WITNESS WHEREOF, the parties hereto have signed this Memorandum of Agreement on the day and year first above written.

QUEENSURY UNION FREE SCHOOL DISTRICT
BY:  [Signature]

QUEENSURY SCHOOL BUILDINGS AND GROUNDS ASSOCIATION UNIT 9013 OF CSEA, INC. LOCAL 1000 AFSCME, AFL-CIO
BY:  [Signature]  LRS
1/9/2020