MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on January 8, 2020, by and between the QUEENSBURY UNION FREE SCHOOL DISTRICT ("District") and the QUEENSBURY FACULTY ASSOCIATION ("Association") as follows:

WHEREAS, the District and the Association have entered into a Collective Bargaining Agreement for the period July 1, 2018 through June 30, 2022; and

WHEREAS, the parties hereto desire to modify the health insurance contributions 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 substituted for the health insurance portion in Section B of Article IX of the parties’ Collective Bargaining Agreement for the years 2020-2021 and 2021-22 only:

<table>
<thead>
<tr>
<th>Alternate PPO</th>
<th>HRA</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020-21 81-19% (employee)</td>
<td>92-8% (employee)</td>
</tr>
<tr>
<td>2021-22 80-20% (employee)</td>
<td>92-8% (employee)</td>
</tr>
</tbody>
</table>

If an employee selects the BOCES Trust PPO Plan, or equivalent, the employee will pay 100% of the difference in premium of the BOCES Trust PPO Plan and the BOCES Trust Alternate PPO Plan, or equivalents.

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 2018-2022 Collective Bargaining Agreement until a successor agreement is reached.

2. All other provisions of the parties’ 2018-2022 Collective Bargaining Agreement shall remain in full force and effect.

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.

QUEENSBURY UNION FREE SCHOOL DISTRICT
BY: [Signature]

QUEENSBURY FACULTY ASSOCIATION
BY: [Signature]