MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on November 21, 2019, by and between the QUEENSURY UNION FREE SCHOOL DISTRICT (hereinafter the “District”) and the QUEENSURY ADMINISTRATORS & SUPERVISORS ASSOCIATION (hereinafter the “Association”) as follows:

WHEREAS, the District and the Association have concluded negotiations for a successor Collective Bargaining Agreement for the period July 1, 2020 through June 30, 2024;

NOW, THEREFORE, the parties hereto agree as follows:

1. Article XXI, Compensation, Section A – Salary: Each member of the Unit shall have his/her salary increased as follows:

   2020-21 – 3.5%

   Also, after the 3.5% increase, the Assistant Principals and the WHBIS Principal will receive a one-time $1,000 increase in their base pay.

   2021-22 – $3,500
   2022-23 – 3.5%
   2023-24 – 3.5%

   Article XXI, Compensation, Section B – Salary: Replace the last sentence with this sentence: “Regardless of the method chosen, longevity payments are non-cumulative payments that shall be added to the employee’s base salary but not for the purposes of calculation of salary increases in paragraph A.”

2. Article XIX, Insurance Benefits – Substitute the following for Section A:

“The District will make the BOCES Consortium Trust PPO health insurance plan, BOCES Consortium Trust Alternate PPO health insurance plan, and the BOCES Consortium Trust HRA health insurance plan, or equivalents, available to the bargaining unit employees. Contributions to the premiums of those insurance plans shall be as follows:

Effective July 1, 2020, the District will pay 92% of the premium of the BOCES Consortium Trust HRA health insurance plan, or equivalent.

Effective July 1, 2021, the District will pay 92% of the premium of the BOCES Consortium Trust HRA health insurance plan, or equivalent.

Effective July 1, 2022, the District will pay 91% of the premium of the BOCES Consortium Trust HRA health insurance plan, or equivalent.

Effective July 1, 2023, the District will pay 90% of the premium of the BOCES Consortium Trust HRA health insurance plan, or equivalent.
Effective July 1, 2020, the District will pay 79% of the premium of the BOCES Consortium Trust Alternate PPO Plan, or equivalent.

Effective July 1, 2021, the District will pay 78% of the premium of the BOCES Consortium Trust Alternate PPO Plan, or equivalent.

Effective July 1, 2022, the District will pay 77% of the premium of the BOCES Consortium Trust Alternate PPO Plan, or equivalent.

Effective July 1, 2023, the District will pay 76% of the premium of the BOCES Consortium Trust Alternate PPO Plan, or equivalent.

If the Administrator selects the BOCES Consortium Trust PPO Plan, or equivalent, the Administrator will pay 100% of the difference in premium of the BOCES Trust PPO Plan, or equivalent, and the BOCES Consortium Trust HRA Plan, or equivalent.”

3. Article XX, Termination Pay – Substitute the following for Section B.6.:

“The retirement provisions contained in this article shall “sunset” and are of no further force and effect after June 30, 2024, unless the District and Association agree, in writing, to extend the retirement provision beyond said date. In the event that no new agreement is reached by June 30, 2024, the provisions of Article XX as contained in the 1998-2000 Collective Bargaining Agreement between the District and the Association shall be reinstated and become effective after June 30, 2024.”

4. Incorporate the changes in the May 6, 2019 Memorandum of Agreement and the October 10, 2018 Memorandum of Agreement into the 2020-2024 Collective Bargaining Agreement.

5. Article XXIII, Duration of Agreement – Substitute the following:

“This Agreement shall be effective July 1, 2020 and expire on June 30, 2024.”

6. All other provisions of the parties’ 2016-2019 Collective Bargaining Agreement not modified herein shall remain in full force and effect.

QUEENSERY UNION FREE SCHOOL DISTRICT

By: __________________________

QUEENSURY SCHOOL ADMINISTRATORS & SUPERVISORS ASSOCIATION

By: __________________________