MEMORANDUM OF AGREEMENT

THIS MEMORANDUM OF AGREEMENT is made on January 10, 2020, by and between the QUEENSBURY UNION FREE SCHOOL DISTRICT ("District") and the QUEENSBURY SCHOOL TRANSPORTATION ASSOCIATION ("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></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.

QUEENSBURY UNION FREE SCHOOL DISTRICT

BY: [Signature]

QUEENSBURY SCHOOL TRANSPORTATION ASSOCIATION

BY: [Signature]