

MEMORANDUM OF AGREEMENT
between
Kenmore Teachers Association
-and-
Kenmore-Town of Tonawanda Union Free School District

The undersigned representatives of the Kenmore Teachers Association ("KTA") and the Kenmore-Town of Tonawanda Union Free School District ("District") hereby agree to the following memorandum of agreement.

12.4.1 – Health Insurance Upon Retirement

For the 2015-2016 School year only, any identified KTA member who is eligible for and accepts the 2014-2016 negotiated Separation Incentive can access 50 % of his Health Insurance Benefit Upon Retirement Fund to pay for health benefits until such fund is depleted. In case of death of the member the remaining balance may be used for the spouse/insurable member of the immediate household for continued health benefits.

The identified members who are entitled the incentive noted in the paragraph above are Scott McCormick and John Carlino.

For the District

For the Association

Superintendent

President

Date

Date