

CONTRACT NEGOTIATION UPDATE

5:45 PM, October 26, 2011

Southwest Vermont Supervisory Union
and

Southwest Vermont Regional Technical School District

Negotiations resumed this morning with Board negotiators providing its second response to the three year contract proposal provided by the Association late in the day on October 25th.

Health Care: Beginning with the first negotiation session in February of 2010, Board negotiators have sought a reduction in the district cost of health insurance from 85% to 80%. Over the past nineteen months, the Board team has offered many proposals to implement this change. The Board team's current proposal, one that has been made to the Association on several prior occasions phases in the change over three years. This was recommended in the fact-finder's April 2011 report. **The Association remains emphatic in its refusal to pay more than 15%.** See "Family Plan Health Insurance Cost Comparison", below.

Working Conditions: One of the highest Board team priorities since these negotiations began has been increasing the time teachers at the middle school, high school and technical center spend during their seven and one half hour work day working directly with students. The minimum total time for student instruction and other student-based services at all three schools was set at 300 minutes per day, on average.

The Association this week agreed to changes at the middle school that provide for 312 minutes per day. At the high school, Association negotiators offered for the first time in nineteen months to increase this time from 250 minutes per day to 270 minutes. A similar offer was made for the first time this week to increase time at the technical center from 240 minutes to 270 minutes. **The Association has been adamant throughout these negotiations that teachers at these schools, not building administrators or school boards, must have discretion to determine what work they perform during their workday. The result is these teachers are not utilizing the limited time students are in school to do what they have been hired to do: TEACH STUDENTS.**

Salary: The Association has not during these negotiations and is not now discussing salary as a present day financial issue, taking into consideration contemporary economic conditions. Its sole focus is preserving a salary schedule that has been in effect for many years that, based on formulae buried in the schedule, compounds salary increases from year to year. Also, the schedule remains in effect even after a contract expires, giving teachers an automatic salary increase during the negotiation of a new agreement.

The Board used a revised schedule in the imposed contract that allowed it to provide specific increases which the Board considered to be fair. The Board further revised the salary schedule in developing salary proposals for FY 2012 and later years. **The Association simply refused to discuss the Boards' salary proposals unless the Board team agreed to use the Associations' schedules.** In an effort to move negotiations forward, Board negotiators today provided the Association salary proposals based in large part on the Associations' schedules. The "Salary Cost Comparison" that appears below shows the increases the Board team offered and those sought by the Association, looking at what a teacher on "Step 10" with a Masters degree would receive over three years. The "Total Contract Cost Comparison" shows the total cost of implementing the Boards' salary proposal and that requested by the Association. More information will be provided on this salary issue in later updates.

Negotiation Status: Board and Association negotiators are still working but the status of negotiations is uncertain at this time. A further update will be provided later this evening.

Issued by the Negotiation team for the Southwest Vermont Supervisory Union school districts and the Southwest Vermont Regional Technical School District on October 26, 2011:

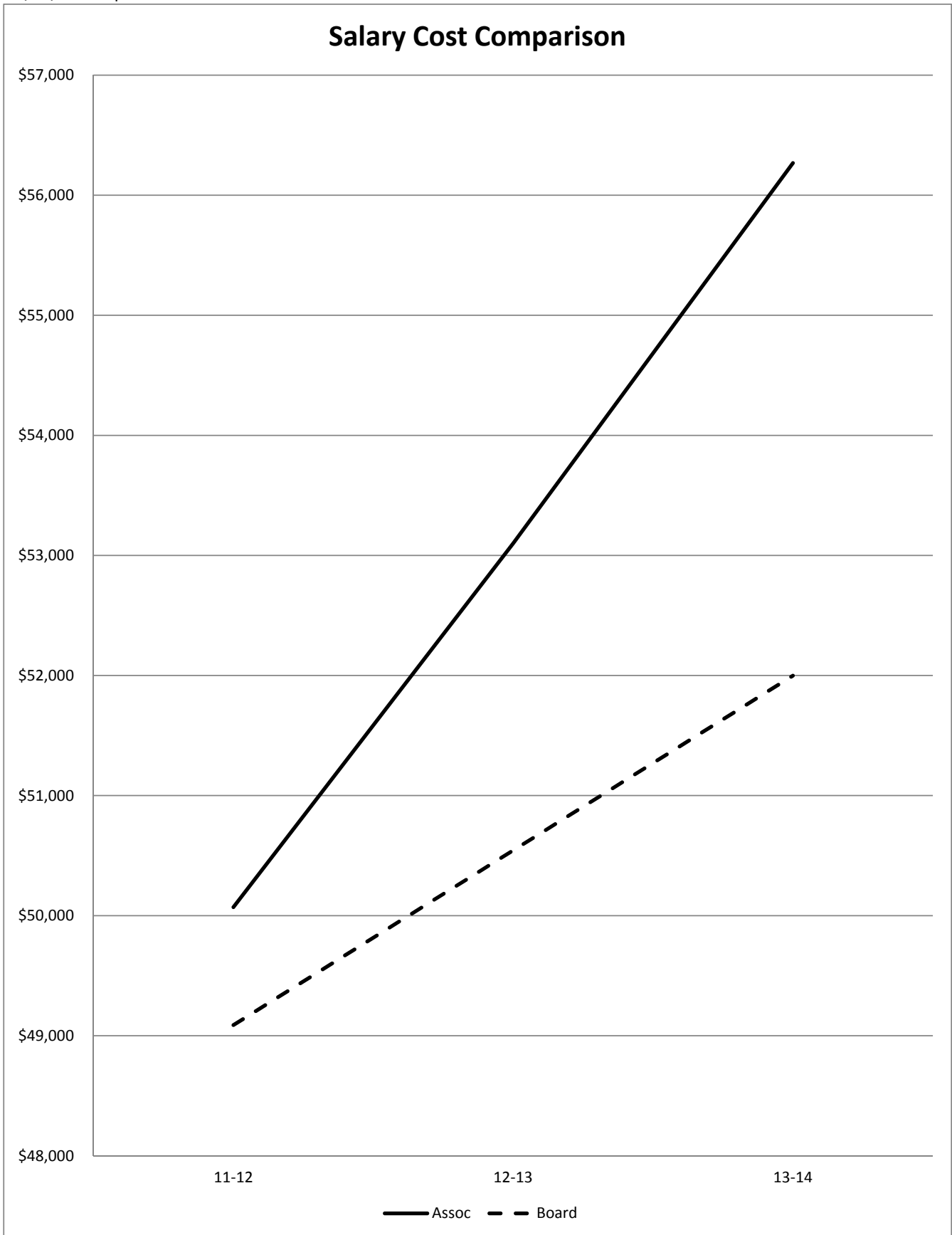
Jim Boutin
Timothy Holbrook
Gudrun Hutchins
Francis Kinney
Ray Mullineaux
Kenneth Swierad

Family Plan Health Insurance Cost Comparison



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|-----------------------------|-------------|-------------|-------------|
| Boards Contribution | \$14,902.53 | \$15,257.36 | \$15,640.58 |
| Board's Proposed Difference | \$177.40 | \$425.68 | \$669.79 |
| Assoc's Proposed | \$2,661.07 | \$2,767.60 | \$2,878.30 |

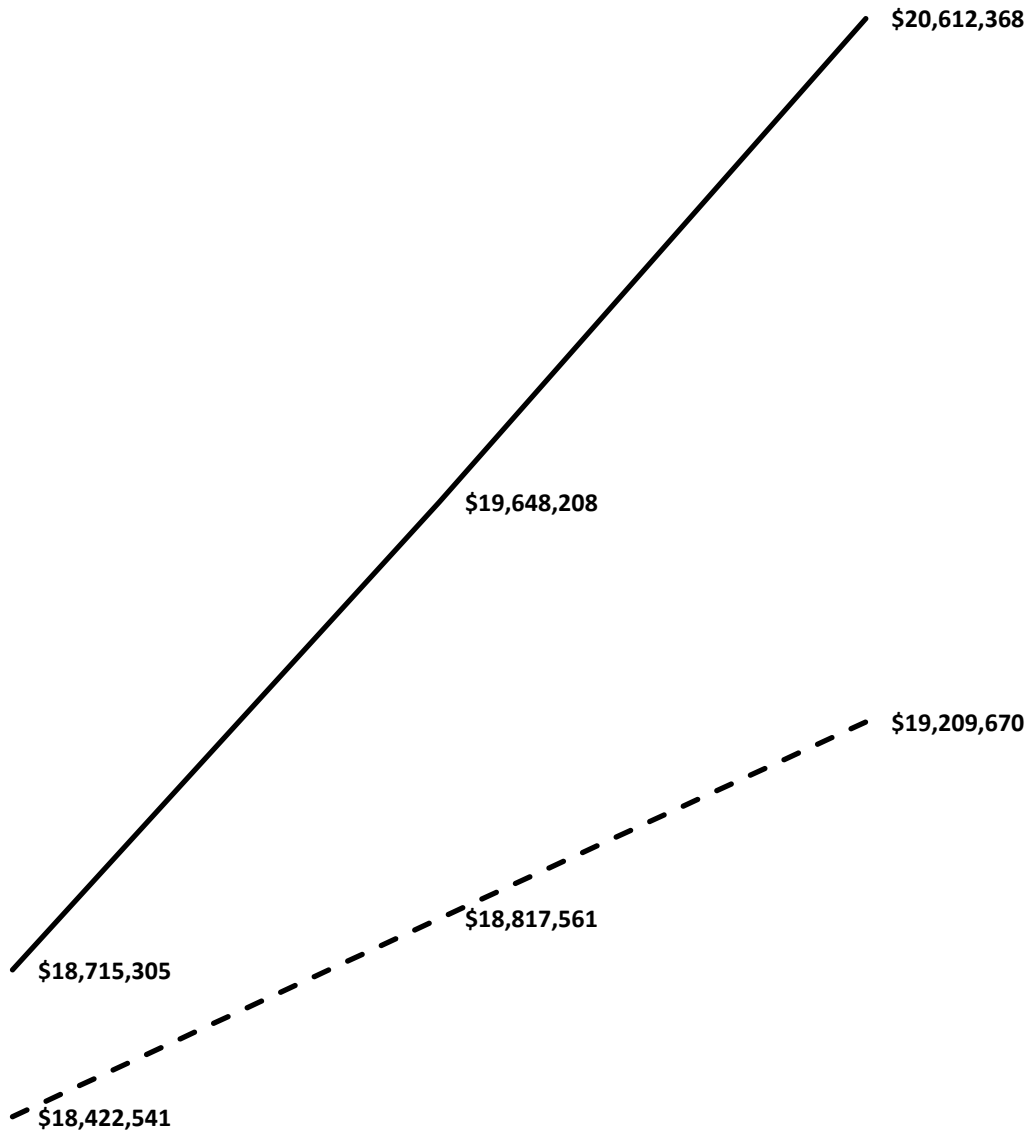
* Note this is based upon an assumed 4% total health cost increase each year and the example used is the BC/BS Dual Option Family Plan.



*Note this is based on a teacher at Step 10 in year 11-12 at the Masters level.

Total Contract Cost Comparison

— Assoc - - Board



11-12

12-13

13-14