

## SIDE LETTER D

Notwithstanding any provisions of the Agreement between the Vermont State Colleges and the Vermont State Colleges Faculty Federation, United Professions AFT Vermont, Local 3180, AFL-CIO, September 1, 2014-August 31, 2018 (the "Agreement"), the Vermont State Colleges Faculty Federation (the "Federation") and the Vermont State Colleges (the "Colleges") hereby agree that FY17 raises for faculty members will be determined using an across-the-board increase substantially similar to the process used for FY16.

Under the terms of the Agreement, the salary pool increase will be 3.5%, and the effect of using an across the board process in lieu of a "base and points" process will, for a typical faculty member, result in a salary increase of 2.97%. Faculty receiving merit points, and those whose salaries will be increased to the \$44,000 minimum salary level for FY17, will have larger percentage increases.

Furthermore, the Federation and the Colleges agree that, unless the formula changes as a result of discussions arising from the contractually agreed-upon formula study, for FY18 they will:

- A. Work together to calculate new dollar values for base and points in accordance with the schedule from Article 29,
- B. Calculate the then-current value of all offsets in the salary pool after appropriately integrating annual percentage salary increases as provided for in Article 29, Section E, paragraph 5, and
- C. Clarify whether the minimum salary levels provided by Article 28, Section H should be:
  1. permanent offsets that should not come from any negotiated pools of money, and should increase in value similar to permanent salary offsets from Article 29, Section E, paragraph 5;
  2. calculated each year for an individual as the difference between the minimum salary (this is their paid salary) for that year minus the salary using the "base and points" system with the negotiated salary pool raise; or
  3. the result of some other mutually agreed-upon interpretation.

The Colleges shall provide a preliminary estimate of the FY18 salary increases incorporating the above calculations and clarifications, using a list of faculty provided by the Federation, no later than January 31, 2017. The actual FY18 salary increases will be determined in accordance with the Agreement.

This Side Letter is without prejudice or precedent.

VERMONT STATE COLLEGES

BY: Jeb Spaulding  
Jeb Spaulding, Chancellor

DATE: 7/27/16

VERMONT STATE COLLEGES FACULTY  
FEDERATION  
UNITED PROFESSIONS AFT VERMONT  
LOCAL 3180, AFL-CIO

BY: Andrew R. Myrick  
Andrew Myrick, President

DATE: \_\_\_\_\_