

**SIDE LETTER E**

Notwithstanding any provisions of the Agreement between the Vermont State Colleges System (the "System") and the Vermont State Colleges Faculty Federation, United Professions AFT Vermont, Local 3180, AFL-CIO (the "Federation"), September 1, 2014-August 31, 2018 (the "Agreement"), the Federation and the System hereby agree that FY2018 raises for faculty members will be determined by a mutually agreed-upon interpretation of certain contractual provisions.

Under the terms of the Agreement, the FY2018 salary increase shall be \$513,798 for the 257 "on-going" Federation members.

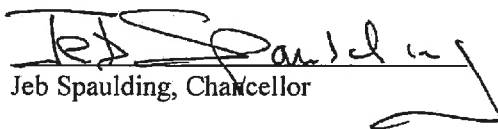
For FY2018, the Federation has determined and the System has concurred that the value of the "Base" shall be \$23,226 and the value of a "Point" shall be \$975.

This Side Letter is without prejudice or precedent.

VERMONT STATE COLLEGES SYSTEM

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

BY:

  
Jeb Spaulding, Chancellor

BY:

  
Lisa Cline, President

DATE: August 30, 2017

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