



Amy Minor, Superintendent of Schools  
George A. Trieb, Jr., Business Manager  
Carrie A. Lutz, Director of Special Education  
Gwendolyn Carmolli, Director of Curriculum

[www.csdvt.org](http://www.csdvt.org)

Administrative Offices, 125 Laker Lane • P.O. Box 27, Colchester, VT 05446 • Phone (802) 264-5999 • Fax (802) 863-4774

**Media Contact:**  
Meghan Baule  
District Communications  
802.264.5990 • [Meghan.Baule@colchestersd.org](mailto:Meghan.Baule@colchestersd.org)

**FOR IMMEDIATE RELEASE**  
October 23, 2017

## STATEMENT FROM THE COLCHESTER SCHOOL BOARD REGARDING CONTRACT AGREEMENT TERMS WITH THE COLCHESTER EDUCATION ASSOCIATION

The Colchester School Board and the Colchester Education Association (CEA), the Colchester teachers union, recently reached a two-year agreement that will allow us to pay our teachers competitively, supporting our exceptional schools while balancing the cost to taxpayers.

The current contract between the Board and CEA expired on June 30, 2017. At its October 17th meeting, the Board voted on a new contract with the CEA that will run from July 1, 2017 - June 30, 2019. All teachers will receive a base salary increase, while some will also receive annual increases for experience, called step increases. The table below shows the cost of base and step increases for each year of the 2-year term:

School Year	Base Increase	Step Increase	Total Increase
2017-2018	1.19%	1.66%	2.85%
2018-2019	1.22%	1.53%	2.75%

Highlights of the proposed settlement that will help control future budget increases include:

- The 2017-2018 faculty salary expense will be within the approved budget.
- The starting teacher salary will increase 1.19% to \$43,445 in 2018 and 1.22% to 43,975 in 2019.
- Teachers who are not eligible for experience-related raises will receive increases in line with inflation rates. The annual base pay increases will be 1.19% in 2018 and 1.22% in 2019.
- The current median (half above, half below) teacher salary of \$68,216 will increase an average of 1.21% per year over the next 2 years.
- These increases will keep Colchester teacher salaries in the middle range for Chittenden County.



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We also reached agreement on health insurance. In 2018 teachers in Vermont are transitioning to new health plans with higher deductibles. The new health plans will save both the district and teachers money due to lower premiums in 2018. The Board established Health Reimbursement Accounts (HRAs) to help fund some of the increased out of pocket expense for teachers.

A majority of the Board believes we reached an agreement with the CEA that supports high quality educational opportunities while working to control costs. This agreement will keep Colchester teachers near or just above the middle of the compensation range for teachers in Chittenden County. To maintain our exceptional schools, we must balance controlling costs with paying our teachers competitively.

Colchester schools consistently deliver learning outcomes above the state average at a cost below the state average per student. This accomplishment is possible thanks to the hard work and diligence of everyone in our community—taxpayers, families, teachers, administrators, staff, and students.

Sincerely,  
Colchester School Board

Mike Rogers, Chair  
Lincoln White, Vice Chair  
Craig Kieny, Clerk  
Lindsey Cox  
Curt Taylor

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