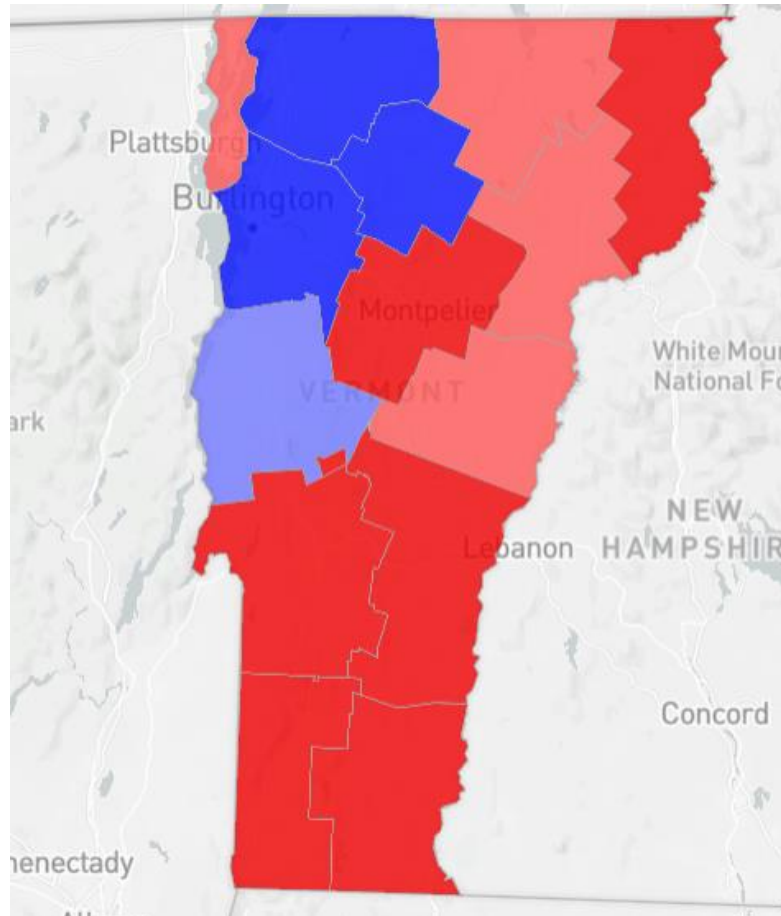


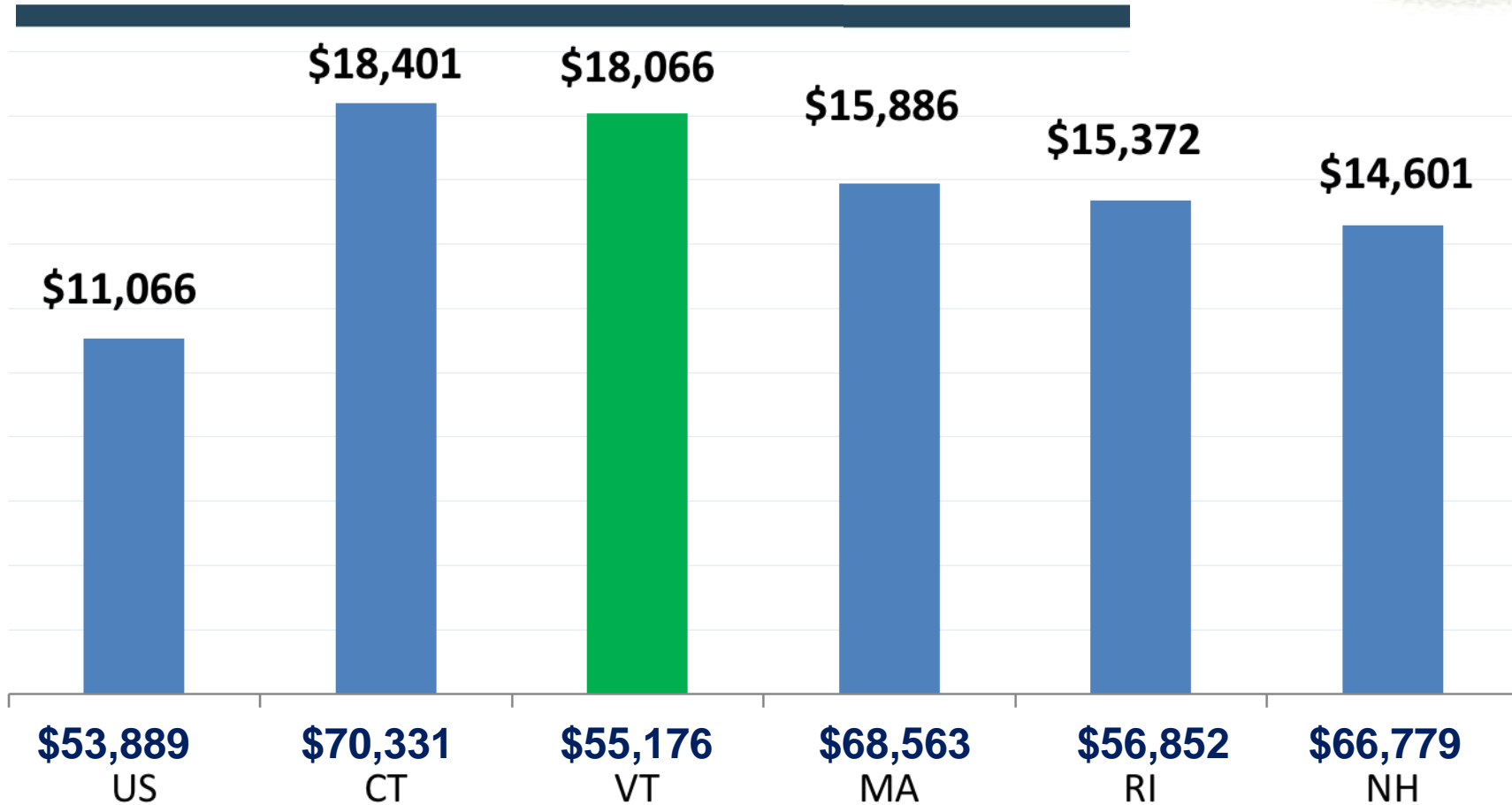
Challenging Demographic Realities



- Flat population growth this decade.
- 2nd oldest state (26% decline ages 25-39 since 1990)
- Vermont lost population three of the last four years (2012-2016)
Only 24% of VT households have school age children
- Declining student enrollment since '97 – losing 1% a year

U.S. Census Bureau – VT Population Loss by County 2010-2015

High Expenditure Per Pupil and Low Median Income Compared to NE Region

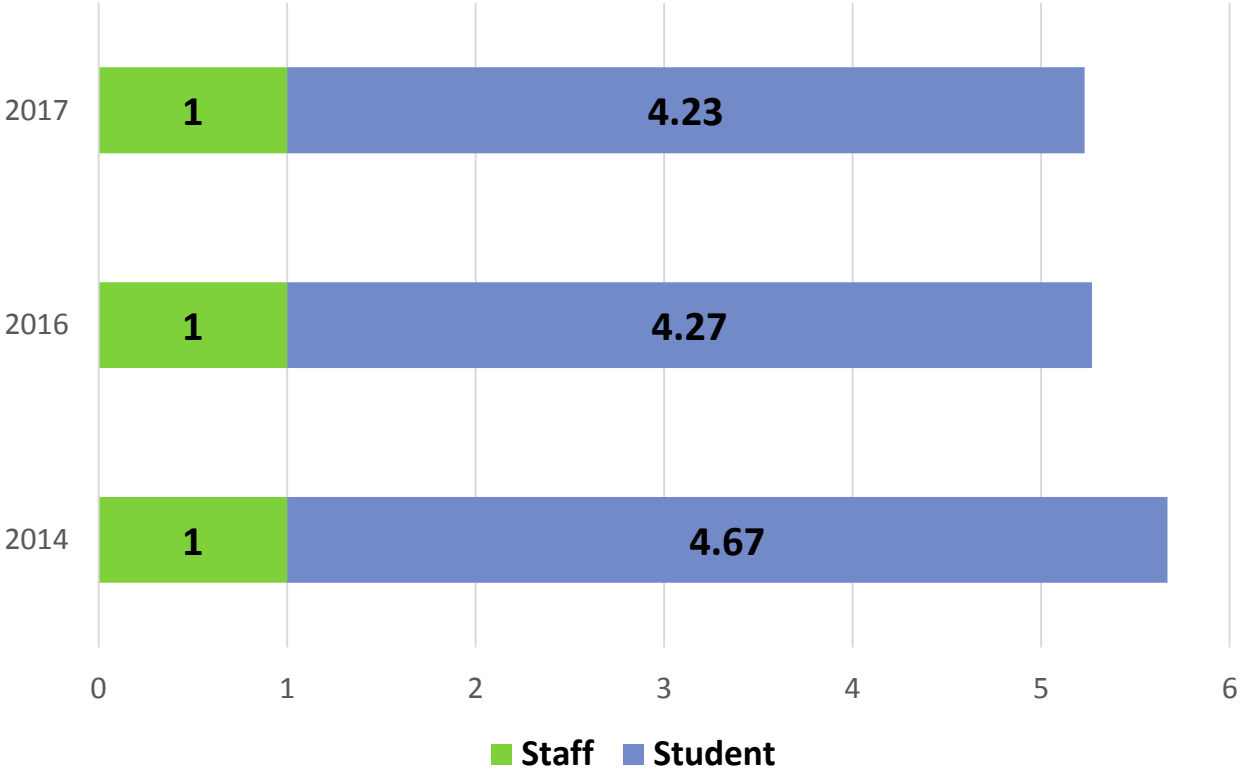


Sources: 2015 NCES Digest of Education Statistics - Current Expenditure per Enrolled Pupil, FY 2014; US Census Bureau – Median Household Income in 2014

Lowest Staff-Student Ratios in the Nation



VT Staff : Student Ratios



- Maintaining a ratio of 1:4.6 would save the state **\$86.4 million**
- Moving to a ratio of 1:5 would save the state **\$175 million**

Post-Recession Wage Increases Outpace Economic Growth



- FY 2015 teacher salaries ranked #16 in the nation, up from #18 in FY 14
- In 2015, VT's median household income ranked #21
- FY 14-FY15 change avg. salary : #4 Vermont, 3.01%
- FY 05-FY14 change avg. salary : #6 Vermont, 34.01%
- Between 2013 and 2015, Vermont's median household income DECREASED by 10%

Potential Savings Through Health Care Transition



- IF ALL employees enroll in the Gold CDHP and the premium share is 80%-20% - the savings to school districts is \$75.5 million.
- Employees will not pay more for premiums.
- If employer provides HSA or HRA funds to cover all but \$400/person of out-of-pocket costs (current exposure)
 - *\$2100 per single plan, \$4200 per two-person and parent/child and \$3800 per family plan*
- That total value based upon current enrollment is 48.8 million
- That leaves \$26.6 million in taxpayer savings.

Establish a Statewide Health Insurance Benefit for School Employees

- In 2017, we have a unique opportunity to ensure equity in the health care coverage available to all school employees, while at the same time delivering millions of dollars in savings to taxpayers.
- Because all employees are transitioning to new health plans in January of 2018, our Associations believe that now is the time for school employee health insurance benefits to be established and funded at the state level.

