

**MEMORANDUM OF UNDERSTANDING**  
**Between the Central Vermont Supervisory Union (CVSU)**  
**and the Central Vermont Educators Association (CVEA)**

**REGARDING ARTICLE 15.4 – DETERMINATION OF EMPLOYEES SUBJECT TO REDUCTION IN FORCE**

**This MOU will only go into effect in the event that all Paine Mountain High School students will be educated on one site and All Paine Mountain Middle School students will be educated on another site in the 2026-27 school year.**

This Memorandum of Understanding (“MOU”) is entered into between the **Paine Mountain School District Board of Directors**, the **Echo Valley Community School District Board**, the **Central Vermont Supervisory Union Board**, and the **Central Vermont Educators Association**.

The purpose of this agreement is to clarify the employment units used when implementing a reduction in force under Article 15.4 of the collective bargaining agreement.

The parties agree that **Article 15.4 – Determination of Employee(s) Subject to Reduction in Force** shall be modified to read as follows:

**15.4 Determination of Employee(s) Subject to RIF**

Reductions in force will be implemented within the following employment units:

1. Echo Valley Community School District;
2. Paine Mountain School District; and
3. Central Vermont Supervisory Union.

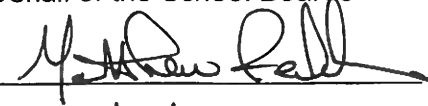
When determining which Employee(s) will be affected by staff reduction within the employing school District or the Supervisory Union, the applicable Board will give consideration to various factors, including, but not limited to, qualifications, performance as documented using the current supervision and evaluation model in use by the District, other relevant documentation in the Employee’s file, the needs of the District or Supervisory Union and seniority. In the event that all other factors are substantially equal, Employee reductions will be implemented on the basis of seniority. The decision of the applicable Board in matters of position(s) to be affected by a Reduction in Force shall be final.

For purposes of this provision, **the Paine Mountain School District employment unit includes Williamstown Elementary School, Northfield Elementary School, Williamstown Middle High School, and Northfield Middle High School.**

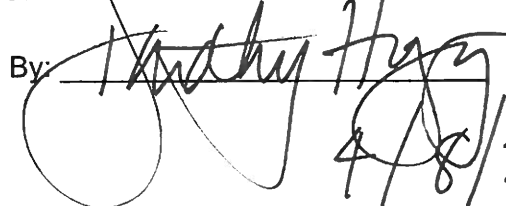
All other provisions of the collective bargaining agreement remain unchanged and in full force and effect. This Memorandum of Understanding shall remain in effect for the duration of the current collective bargaining agreement unless modified by mutual agreement of the parties.

**Agreed to and accepted by:**

On behalf of the School Boards

By:   
4/8/2026

On Behalf of the Association

By:   
4/8/2026