

Comments from Mr. Nobile:

1) I support this contract for 3 reasons:

- a. Within the budget for 2009
- b. It balances expense with comparatively competitive comparable towns
- c. It is the right thing to do after the negotiations.

Our schools are first about the children and the teachers who lead them thru the halls of education. Education begins and ends with people - the right people.

2) In tough times relationship and cooperation matter the most.

3) Let's take a moment and be very clear about the actual dollars -

- a. Within (well under actually under) budget for this year
- b. TM budgeted \$608k this agreement amounts to \$345,000 covering over 85% of school employees.
- c. So it is in the budget for 2009, and is well below recent settlements as we illustrated in our previous meeting.
- d. With the context of the greater economy consider this -
 - i. Social Security Benefit increase was for 2008? - 2.0%
 - ii. And for 2009 5.8%

4) So 1 yr is conservative ó we are looking to be market competitive.

- a. This gives us the ability to negotiate with more accurate financial knowledge in concert with the town budget for 2010

- 5) I also support this agreement as part of cooperative strategy to reduce a huge expenditure health insurance costs. Costs which have gone up twice the state average.
- 6) Settle contact to focus on 3 fold larger budget factor ó insurance.
 - a. Right Thing- work to overall budget with coop of unions the BOS and TM, with SC support reduce our insurance costs by + \$750k/annually
 - b. Those who argue that the cost of the 1.9% is not "Sustainable". I'd suggest there is a bigger issue impacting money available for all our employees ó municipal and school
- 7) Last 2 days spent at statewide conference of SC and SI. The clear message is we are going to have less money from schools from the state ó perhaps 10%. But the true impact is significantly less than many other communities as the state contributes only about 12% to NA school funding.
- 8) This is our moment to work together to make the entire budget work for NA while we work together to solve the biggest financial issue facing NA ó insurance.
- 9) Every dollar spent on insurance is another dollar taken out of our classrooms