

ADMINISTRATOR SETTLEMENTS FOR THE 2018-19 SEASON

Sorted by Date Reported to State

As of 2/20/2019

| Reported Method   | DISTRICT        | % INCLUDING INCREMENT |         |              | % GWI to SCHEDULE |         |         |
|---|-----------------|-----------------------|---------|--------------|-------------------|---------|---------|
|   |                 | 2019-20               | 2020-21 | 2021-22      | 2022-23           | 2021-22 | 2022-23 |
| 5/23/18   | Neg Region 8    | 2.20%                 |         | <b>TOTAL</b> | 2.20%             |         |         |
| One year extension, no step schedule.   |                 |                       |         |              |                   |         |         |
| 8/3/18  | Neg New Britain | 0.20%                 | 2.12%   | 2.03%        | <b>4.4%</b>       | 0.00%   | 2.00%   |
| PCS for HDHP plan incr from 19% to 20% in yr 2, 21% in yr 3; BOE contribution to annuity incr from 2% to 2.5%.  |                 |                       |         |              |                   |         |         |
| 8/28/18   | Neg Greenwich   | 2.07%                 | 2.20%   | 2.05%        | <b>6.3%</b>       | 1.90%   | 2.05%   |
| Yr 1: schedule restructured and Elem Prin adjustment; Yr 2: cost includes Elem Prin adjustment; PCS for State Partnership Plan incr from 12% to 13.5% in yr 1, 15% in yr 2 & 16.5% in yr 3.   |                 |                       |         |              |                   |         |         |
| 8/30/18   | Neg Willington  | 2.00%                 |         |              |                   |         |         |
| 9/4/18  | Neg Manchester  | 1.90%                 | 1.25%   | 1.79%        | <b>4.94%</b>      |         | 1.25%   |
| Yr 1: schedule restructured, 1% at max; Yr 2: no step; Yr 3: 1% at max plus step; Yr 1: additional 0.63% cost for 10 add'l work days for 1 group & regrouping of salary classifications; Added \$1500 annuity; PCS for HDHP incr from 17.5% to 18.5% in yr 1, 19.5% in yr 2 & 20.5% in yr 3, BOE funding of HSA changes from % to flat \$1000/2000. |                 |                       |         |              |                   |         |         |
| 9/11/18   | Neg Plymouth    | 2.46%                 | 2.47%   | 2.25%        | <b>7.2%</b>       | 1.75%   | 2.00%   |
| PCS for State Partnership Plan 2.0 incr from 19% to 20% in yr 1, 21% in yr 2 & 22% in yr 3.   |                 |                       |         |              |                   |         |         |
| <b>Fairfield County</b>   |                 |                       |         |              |                   |         |         |
| Yr 1: step & 1% at max, Yr 2: step & 1.5% at max, Yr 3: step & 1.5% at max; Move to the State Partnership Plan 2.0, PCS if DOH bef 2014: 26% in yr 1, 26.5% in yr 2 & 27% in yr 3; post 2014: 28% in yr 1, 28.5% in yr 2 & 29% in yr 3.   |                 |                       |         |              |                   |         |         |
| 9/13/18   | Med Milford     | 2.20%                 | 2.10%   | 2.35%        | <b>6.7%</b>       | 2.00%   | 2.00%   |
| Eliminate PPO; HSA funding 60% in yrs 1 & 2, 50% in yr 3, PCS for HDHP 15% in yr 1, 16% in yr 2 & 17% in yr 3.  |                 |                       |         |              |                   |         |         |
| 9/14/18   | Med Brookfield  | 2.64%                 | 2.43%   | 2.49%        | <b>7.6%</b>       |         |         |
| Salary schedule restructured, off-scale emp will receive 2% each year; add \$500 PhD/EdD stipend; no insurance changes; eliminate longevity; may use up to 5 sick days for family illness.  |                 |                       |         |              |                   |         |         |
| 9/20/18   | Neg Montville   |                       |         |              |                   | 1.00%   | 1.00%   |
| PCS for HDHP incr from 19.5% to 20% in yr 2, 20.5% in yr 3, 100% over HDHP for PPO.   |                 |                       |         |              |                   |         |         |
| 9/25/18   | Neg Oxford      | 2.50%                 | 2.50%   | 2.50%        | <b>7.5%</b>       | 2.50%   | 2.50%   |
| PCS for HDHP plan incr from 21% to 22% in yr 1, 23% in yr 2 & 24% in yr 3.  |                 |                       |         |              |                   |         |         |
| 9/28/18   | Med Easton      | 2.10%                 | 2.15%   | 2.15%        | <b>6.4%</b>       | 2.10%   | 2.15%   |
| Step cost is minimal. PPO plan replaced with HDHP as sole option, PCS of 20% in yrs 1 & 2, 21% in yr 3, BOE funding of HSA 50% in yrs 1 & 2 & 40% in yr 3, Deductibles: \$2000/4000, RX copay after deductible of \$5/25/40.  |                 |                       |         |              |                   |         |         |

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|------------------------|--|------------------------------|----------------|----------------|--------------------------|----------------|----------------|
|                        |  | <i>2019-20</i>               | <i>2020-21</i> | <i>2021-22</i> | <i>2021-22</i>           | <i>2022-23</i> | <i>2022-23</i> |
| 10/1/18                | Newington  | 2.00%                        | 1.95%          | 1.95%          | 5.9%                     | 0.50%          | 0.45%          |
|                        | PCS for HDHP plan 14.25% in yr 1, 16.25% in yr 2 & 18.25% in yr 3.   |                              |                |                |                          |                |                |
| 10/2/18                | Danbury  | 2.25%                        | 3.00%          | 2.38%          | 7.6%                     | 2.25%          |                |
|                        | Yr 2: 1.5% below max, 2% at max; Yr 3: step at mid-year, 1.5% below max, 2% at max; PCS for HDHP incr from 19% to 20% in yr 2, 21% in yr 3.  |                              |                |                |                          |                |                |
| 10/11/18               | Granby   | 3.60%                        | 3.40%          | 3.00%          | 10.0%                    | 3.50%          | 3.00%          |
| 10/16/18               | Old Saybrook   | 2.06%                        | 2.06%          | 2.06%          | 6.18%                    |                |                |
|                        | No insurance changes.  |                              |                |                |                          |                |                |
| 10/16/18               | Stamford   | 2.48%                        |                |                |                          | 2.10%          |                |
|                        | Salary reopener.   |                              |                |                |                          |                |                |
| 10/16/18               | Stonington   | 3.00%                        | 3.00%          | 3.00%          | 9.00%                    |                |                |
|                        | BOE funding of HSA goes from 50% to 40%; PCS incr from 16% to 17% in yr 1, 18% in yr 2 & 19% in yr 3.  |                              |                |                |                          |                |                |
|                        | Windham County   | 2.10%                        |                |                |                          | 1.75%          |                |
|                        | 1 year agreement.  |                              |                |                |                          |                |                |
| 10/19/18               | Wallingford  | 2.27%                        | 2.36%          | 1.85%          | 6.48%                    | 1.75%          | 1.85%          |
|                        | BOE contribution to HSA will be made in 3 installments (July, Sept, Jan), for employees receiving an ins waiver payment as of 7/1/19 amount will be based on flat dollar instead of a % of the premium; PCS for HDHP plan incr from 20% to 21% in yr 1, 22% in yr 2 & 23% in yr 3. |                              |                |                |                          |                |                |
| 10/31/18               | Torrington   | 2.00%                        | 2.00%          | 2.00%          | 6.00%                    | 2.00%          | 2.00%          |
|                        | No step schedule; HDHP will be sole plan offered, RX copays incr \$0/15/30 to \$0/25/40, HSA funding reduced from 50% to 45% for yrs 2 & 3, PCS incr from 12% to 13% in yr 1, 14% in yr 2 & 16% in yr 3.   |                              |                |                |                          |                |                |
| 11/9/18                | Middletown   | 4.05%                        | 2.51%          | 2.45%          | 9.01%                    | 2.00%          | 1.75%          |
|                        | Yr 1: wrk yr incr of 6 days for majority of positions paid at \$500 or \$400 per day & pos reclassified, 0.75% below max, 1.5% at max to revised sched; Move to State Partnership Plan 2.0 with 21% PCS in yr 1 & 22% in yrs 2-4.  |                              |                |                |                          |                |                |
| 11/19/18               | Meriden  | 1.90%                        | 1.90%          | 1.90%          | 5.70%                    | 1.90%          | 1.90%          |
|                        | Step cost is minimal; PCS for HDHP incr from 15% to 18% in yr 1, 19% in yr 2 & 20% in yr 3, in each year 2% less if participate in biometric wellness program & meet wellness score & 4% less if also have annual preventative exam in preceeding year.                            |                              |                |                |                          |                |                |
|                        | Tolland County   | 2.25%                        | 2.00%          | 2.00%          | 6.25%                    | 2.25%          | 2.00%          |
|                        | No step schedule; PCS incr from 20% to 21% in yr 2; parties will establish a sick leave bank.  |                              |                |                |                          |                |                |

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|---|------------------|------------------------------|----------------|----------------|--------------------------|----------------|----------------|-------|
|   |                  | <i>2019-20</i>               | <i>2020-21</i> | <i>2021-22</i> | <i>2021-22</i>           | <i>2021-22</i> | <i>2022-23</i> |       |
| 11/21/18  | Neg New Hartford | 1.30%                        | 2.00%          | 2.00%          | 5.30%                    | 1.30%          | 2.00%          | 2.00% |
| No step schedule, equity adjustments for principal & dir of spec ed also agreed upon; eliminate 1 PPO option, other will be buy-up option, PCS for HDHP incr from 22% to 23% in yr 1, 24% in yr 2 & 25% in yr 3, deductible incr from \$2000/4000 to \$2500/5000, add post deduct RX at \$5/15/30, BOE funding of HSA changes from 30% to \$1250/2500 in yr 1, \$1000/2000 in yr 2 & \$750/1500 in yr 3, Admin hired after 7/1/18 only HDHP option. |                  |                              |                |                |                          |                |                |       |
| 11/23/18  | Neg Rocky Hill   | 2.00%                        | 2.00%          | 3.00%          | 7.00%                    | 0.45%          | 0.99%          | 1.36% |
| PCS for HDHP plan incr from 14.5% to 15% in yr 1, 15.5% in yr 2, 16% in yr 3; Post deduct RX change from \$10/20/35 to \$0/15/30 on 7/1/20 and \$5/25/40 on 7/1/21.   |                  |                              |                |                |                          |                |                |       |
| <b>New Haven County</b> 1.75% 1.90% 2.00% 5.65% 1.75% 1.90% 2.00%   |                  |                              |                |                |                          |                |                |       |
| All admin at max; PCS for HDHP plan incr from 17% to 18% in yr 1, 19% in yr 2 & 20% in yr 3, deductible incr from \$2000/4000 to \$2250/4500, add post deduct RX of \$5/25/40.  |                  |                              |                |                |                          |                |                |       |
| 11/26/18  | Neg Region 6     | 1.00%                        | 1.50%          | 2.00%          | 4.50%                    | 1.00%          | 1.50%          | 2.00% |
| No step schedule; HDHP deductible incr \$2000/4000 to \$2250/4500 in yr 1, \$2500/5000 in yr 2 & \$2750/5500 in yr 3; PCS incr 13.5% to 14% in yr 1, 15% in yr 2 & 16% in yr 3.   |                  |                              |                |                |                          |                |                |       |
| 11/27/18  | Neg Region 10    | 2.58%                        | 3.11%          | 2.54%          | 8.22%                    | 1.75%          | 1.50%          | 2.00% |
| PCS for HDHP plan incr from 15% to 16% in yr 1, 17% in yr 2 & 18% in yr 3, deduct incr from \$2500/5000 to \$3000/6000, BOE funding of HSA 25% to \$625/1250.   |                  |                              |                |                |                          |                |                |       |
| 12/20/18  | Med Region 12    | 1.00%                        | 3.00%          | 2.40%          | 6.40%                    | 1.00%          | 3.00%          | 2.40% |
| All at maximum step; PCS for HDHP plan increase from 15.5% to 16.5% in yr 2 and 17.5% in yr 3.  |                  |                              |                |                |                          |                |                |       |
| <b>New Haven County</b> 2.17% 2.51% 1.95% 6.63% 1.50% 1.25% 1.25%   |                  |                              |                |                |                          |                |                |       |
| PCS for HDHP plan incr 19% to 20% in yr 1, 21% in yr 2 & 22% in yr 3, RX copays \$5/20/30 to \$5/25/40.   |                  |                              |                |                |                          |                |                |       |
| 2/7/19  | Stip Hartford    | 0.00%                        | 0.00%          | 2.95%          | 2.95%                    | 0.00%          | 0.00%          | 2.50% |
| PCS for HDHP incr 19% to 20% in yr 3.   |                  |                              |                |                |                          |                |                |       |
| <b>ADMINISTRATOR AVERAGE:</b> 2.05% 2.19% 2.25% 2.02% 1.61% 1.76% 1.94% 1.75%   |                  |                              |                |                |                          |                |                |       |
| <b>COUNT:</b> 31 27 27 1 25 23 22 1   |                  |                              |                |                |                          |                |                |       |
| Three Year Total: 6.50% Three Year Total: 5.31%   |                  |                              |                |                |                          |                |                |       |

Notes: "HDHP" refers to a High Deductible Health Plan, "PCS" refers to Premium Cost Sharing.

**Total** is the sum of the 3 year increases for districts with a 3 year settlement.