

STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING NOTICE AND AGENDA
Hartford Subcommittee of the MARB

Meeting Date and Time: Thursday, January 27, 2022 10:00 AM – 11:30 PM

Meeting Location: This will be a virtual meeting. Meeting materials may be accessed at the following website:
<https://portal.ct.gov/OPM/Marb/Hartford-Committee-Meetings-and-Materials>

Call-In Instructions: Meeting participants may use the following telephone number and access code

Telephone Number: (860) 840-2075

Meeting ID: 332 650 979

Agenda

- I. Call to Order & Opening Remarks
- II. Approval of Minutes:
 - a. December 16, 2021 regular meeting
- III. Review and discussion: FY 2021 Audit
- IV. Review, discussion and possible action: Labor contracts
 - a. Federation of School Special Police Officers
 - b. Hartford Federation of Teachers
 - c. Hartford Principals and Supervisors Association
- V. Update: Special Education data and information response
- VI. Other Related Business
- VII. Adjourn

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STATE OF CONNECTICUT
MUNICIPAL ACCOUNTABILITY REVIEW BOARD (MARB)

REGULAR MEETING MINUTES
Hartford Subcommittee of the MARB

Meeting Date and Time: Thursday, December 16, 2021 10:00 AM – 12:00 PM

Meeting Location: This was a virtual meeting. Meeting materials may be accessed at the following website:

[Municipal Accountability Review Board \(ct.gov\)](https://www.ct.gov/marb)

Call-In Instructions:

Telephone Number: (860) 840-2075

Meeting ID: 868 806 987

Members in Attendance: Kimberly Kennison (OPM Secretary designee), Christine Shaw (State Treasurer designee), David Biller, Mark Waxenberg

City Officials in Attendance: Jennifer Hockenull, Rich Pokorski, Leslie Torres-Rodriguez, Phillip Penn

OPM Staff in Attendance: Julian Freund

I. Call to Order & Opening Remarks

The meeting was called to order at 10:05 AM.

II. Approval of Minutes:

a. November 18, 2021 regular meeting

Ms. Shaw made a motion to approve the minutes, with a second by Mr. Biller. The minutes were approved unanimously with a spelling correction under Item I.

III. Review, Discussion and Possible Action: Labor Contract

a. Hartford Municipal Employees Association

The Hartford Municipal Employees Association represents approximately 140 current active employees. The contract with this group expired on June 30, 2021. A tentative agreement was signed for a contract term of July 1, 2021 to June 30, 2023. The MARB has the option of approving, rejecting or taking no action on the contract. If the MARB chooses to take action, it has until January 22 to do so. The City has submitted a summary explanation of tentative agreement, a financial analysis and comparables to similar groups in other municipalities. Ms. Hockenull provided an overview of the tentative agreement. The contract provides a 3% general wage increase in the first

year which is retroactive to July 1, 2021. There is no general wage increase in the second year. The City budgeted for 1.5% in the current year. Steps are also provided in both years of the agreement.

Mr. Waxenberg asked if the total increase, inclusive of steps, in FY 2022 is about 6%, and the incremental cost for the following year is about 2%. Ms. Hockenull confirmed those figures. In the prior four-year contract provided no general wage increase, and step advancement in three of the four years.

Mr. Waxenberg made a motion, with a second by Mr. Biller, to recommend approval of the contract to the full MARB. The motion passed 4-0-0.

IV. Review and Discussion: Draft Scope of Services - BOE Health Insurance Consultant

Mr. Freund reviewed a proposed scope of services that will be the basis for selecting a consultant to provide analytical services related to the Hartford school district employee health benefits.

Mr. Waxenberg suggested adding specific references to retention and stop-loss fees, ASO fees, internal service funds, co-pays, and premium costs in the section outlining cost comparisons.

V. Review and Discussion: Information Request to BOE

A detailed information request which was based on requests submitted by Subcommittee members was included in the meeting materials and reviewed by the members. Superintendent Torres-Rodriguez noted that the district has already begun compiling the data. The district will also be able to address its process for verifying residency of students.

VI. Review and Discussion: Mitigation Measures Action Plan

Ms. Hockenull provided an overview of the updated status of the City's budget mitigation measures. The City recently was awarded a COPS grant which provides funding for Police Officer wages for three years. The City has five years to expend the grant. The City is also applying for as many infrastructure grants as possible. Workers compensation claims appear to continue to be decreasing in number, though it is too early to quantify any resulting monetary savings. Fire and Police units will be implementing a similar process for workers compensation claims. The collections aging report shows that receivables over 120 days continue to decline.

VII. Other Related Business

None.

VIII. Adjourn

Mr. Biller made a motion to adjourn, with a second by Mr. Waxenberg. The meeting adjourned at 10:30 AM.



To the Honorable Mayor and Members of the
Court of Common Council
City of Hartford, Connecticut
Hartford, Connecticut

We have audited the financial statements of the governmental activities, the business-type activities, the aggregate discretely presented component units, each major fund, and the aggregate remaining fund information of City of Hartford, Connecticut as of and for the year ended June 30, 2021, and have issued our report thereon dated December 29, 2021. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America, *Government Auditing Standards*, and Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) and the Connecticut State Single Audit Act, as well as certain information related to the planned scope and timing of our audit. Professional standards also require that we communicate to you the following information related to our audit.

Significant audit findings

Qualitative aspects of accounting practices

Accounting policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by City of Hartford, Connecticut are described in Note [X] to the financial statements.

As described in Note 16, the entity changed accounting policies by adopting Statement of Governmental Accounting Standards (GASB Statement) No. 84 , *Fiduciary Activities*, in 2021. Accordingly, the cumulative effect of the accounting change as of the beginning of the year is reported in the governmental activities and nonmajor governmental funds.

We noted no transactions entered into by the entity during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

- Management's estimate of the net pension liability/asset is based on an actuarial valuation utilizing various assumptions and estimates approved by management.
- Management's estimate of the net other post employment benefit (OPEB) liability/asset is based on an actuarial valuation utilizing various assumptions and estimates approved by management.

- Management's estimate of the useful lives of governmental activities and capital assets, which are used in computing depreciation in the government-wide and financial statements.
- We evaluated the key factors and assumptions used to develop the allowance in determining that it is reasonable in relation to the financial statements taken as a whole.

Financial statement disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. There were no particularly sensitive financial statement disclosures.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties encountered in performing the audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Uncorrected misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management did not identify and we did not notify them of any uncorrected financial statement misstatements.

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements.

Corrected misstatements

None of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

Disagreements with management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during our audit.

Management representations

We have requested certain representations from management that are included in the management representation letter dated December 29, 2021.

Management consultations with other independent accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the entity's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Significant issues discussed with management prior to engagement

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to engagement as the entity's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

Other audit findings or issues

We provided a separate letter to you dated December 29, 2021, communicating internal control related matters identified during the audit.

Audits of group financial statements

We noted no matters related to the group audit that we consider to be significant to the responsibilities of those charged with governance of the group.

Quality of component auditor's work

There were no instances in which our evaluation of the work of a component auditor gave rise to a concern about the quality of that auditor's work.

Limitations on the group audit

There were no restrictions on our access to information of components or other limitations on the group audit.

Other information in documents containing audited financial statements

With respect to the required supplementary information (RSI) accompanying the financial statements, we made certain inquiries of management about the methods of preparing the RSI, including whether the RSI has been measured and presented in accordance with prescribed guidelines, whether the methods of measurement and preparation have been changed from the prior period and the reasons for any such changes, and whether there were any significant assumptions or interpretations underlying the measurement or presentation of the RSI. We compared the RSI for consistency with management's responses to the foregoing inquiries, the basic financial statements, and other knowledge obtained during the audit of the basic financial statements. Because these limited procedures do not provide sufficient evidence, we did not express an opinion or provide any assurance on the RSI.

With respect to the schedule of expenditures of federal awards (SEFA) and the schedule of expenditures of state financial assistance (SESFA) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the SEFA and the SESFA to determine that the SEFA and the SESFA comply with the requirements of the Uniform Guidance and the Connecticut State Single Audit Act, respectively, the method of preparing has not changed from the prior period or the reasons for such changes, and the SEFA and SESFA are appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the SEFA and the SESFA to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated December 29, 2021.

With respect to the individual and combining financial statements and schedules (collectively, the supplementary information) accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior period or the reasons for such changes, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated December 29, 2021.

The introductory and statistical sections accompanying the financial statements, which is the responsibility of management, was prepared for purposes of additional analysis and is not a required part of the financial statements. Such information was not subjected to the auditing procedures applied in the audit of the financial statements, and, accordingly, we did not express an opinion or provide any assurance on it.

* * *

This communication is intended solely for the information and use of the Honorable Mayor, Court of Common Council and management of City of Hartford, Connecticut and is not intended to be, and should not be, used by anyone other than these specified parties.



CliftonLarsonAllen LLP

West Hartford, Connecticut
December 29, 2021



To the Honorable Mayor and Members of the
Court of Common Council
City of Hartford, Connecticut
Hartford Connecticut

In planning and performing our audit of the financial statements of City of Hartford, Connecticut as of and for the year ended June 30, 2021, in accordance with auditing standards generally accepted in the United States of America, we considered the entity's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we do not express an opinion on the effectiveness of the entity's internal control.

However, during our audit we became aware of matters that are opportunities to strengthen your internal control and improve the efficiency of your operations. Our comments and suggestions regarding those matters are summarized below. We previously provided a written communication dated December 29, 2021, on the entity's internal control. This letter does not affect our report on the financial statements dated December 29, 2021, nor our internal control communication dated December 29, 2021.

Educational Grants

Throughout the fiscal year the Board of Education records activity in its financial management system on a cash basis. At year end the Board will analyze each of its grants individually to determine accounts receivable and unearned revenue at the end of the year and convert the fund to modified accrual basis of accounting for financial statement reporting. Due to the grant reporting deadlines by the State Department of Education this process can cause delays in being able to calculate these year-end accruals. In addition, this analysis is currently done manually on excel spreadsheets which is subject to human error and additional risks. We recommend that that Board of Education create policies and procedures similar to the City in accounting for these grants to improve the timeliness of reporting for analysis purposes and fully utilizing the financial management system to calculate these balances.

We will review the status of this comment during our next audit engagement. We have already discussed many of these comments and suggestions with various entity personnel, and we will be pleased to discuss them in further detail at your convenience, to perform any additional study of these matters, or to assist you in implementing the recommendations.

Honorable Mayor and Members of the
Court of Common Council
City of Hartford, Connecticut
Page 2

This communication is intended solely for the information and use of management, the Court of Common Council, others within the entity, and is not intended to be, and should not be, used by anyone other than these specified parties.

CliftonLarsonAllen LLP

CliftonLarsonAllen LLP

West Hartford, Connecticut
December 29, 2021

MEMORANDUM
Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board
From: Julian Freund, OPM
Subject: Tentative Agreement – Hartford Federation of School Special Police Officers
Date: January 21, 2021

Background

The collective bargaining agreement between Hartford Public Schools and the Hartford Federation of School Special Police Officers expired on June 30, 2017. A Tentative Agreement for a successor contract for the term July 1, 2017 – June 30, 2024 was signed on December 9. The agreement was ratified by the union on December 10 and by the Board of Education on December 21. It was subsequently submitted to the MARB on January 6.

Section 7-576d(6) of CT General Statutes provides the MARB with an opportunity to approve or reject the Tentative Agreement. The MARB will have until February 3, 2022 to take action on the agreement if it chooses. The contract is scheduled to be included on the Hartford Subcommittee agenda on January 27, 2022, followed immediately by a special meeting of the full MARB for the purpose of taking action on the contract.

Financial Impact

Wages: Summary information provided by Hartford Public Schools indicates that the agreement provides no general wage increases (GWI) until a 2% GWI in FY 2022/23, followed by another 2% GWI for FY 2023/24. These increases follow 0% GWIs dating back to at least June 30, 2016.

Step advancement is provided in only one year of the contract, FY 2021/22 and is part of a realignment of the steps structure. The combined cost of the one-year step advancement and the GWIs is estimated by HPS to be \$456,410 and will be realized over the three-year period FY 2021/22 – FY 2023/24.

Health Insurance: The agreement increases employee health insurance premium cost share from the current 12% to 12.5% effective July 1, 2023.

Beginning July 1, 2022, members will only have the option of the High Deductible Health Plan. The projected savings as a result of this change is estimated by HPS to be \$650,460 over the life of the contract.

Attachments

- Summary of Tentative Agreement
- Tentative Agreement
- Fiscal Impact
- Comparables
- Red-lined version of contract

Summary of Hartford-School Security Officers Tentative Agreement

This unit consists of approximately 100 school security officers. The current contract expired on June 30, 2017. The parties reached a tentative agreement on December 9, 2021. The Union ratified the tentative agreement on December 10, 2021. The Hartford Board of Education ratified the contract on December 21, 2021. The new contract will be effective retroactively from July 1, 2017 – June 30, 2024.

Background

The prior contract was from July 1, 2012 through June 30, 2016 and the parties executed a one-year extension through June 30, 2017. For the 2016-2017 extension, bargaining unit members agreed to a 0% GWI with no step movement.

Salary

2017-2018	0% GWI, no step
2018-2019	0% GWI, no step
2019-2020	0% GWI, no step
2020-2021	0% GWI, no step
2021-2022	0% GWI, Eliminate Step 1. Create new step at the top that is 8% higher than current Step 4. All employees move 1 step. This is retroactive to July 1, 2021.
2022-2023	2% GWI, no step
2023-2024	2% GWI, no step

For the 2022-2023 school year, the employee work year will be increased by one day with an equivalent increase in salary to reflect the additional day of work.

	Cost	GWI	Step (y/n)	\$ Increase	% Increase
Base	3,537,752				
2020-21	3,537,752	0%	n	-	0.00%
2021-22	3,818,282	0%	y	280,530	7.93%
2022-23	3,915,861	2%	n	97,579	2.56%
2023-24	3,994,162	2%	n	78,301	2.00%
			TOTALS	456,410	12.48%
			Compounded		12.90%

The average increase over the seven years of the contract, therefore, is 1.78% per year.

Insurance

For the 2021-2022 school year there are no changes to the health insurance and cost share premiums. For the 2022-2023 school year:

It will become mandatory for all bargaining unit members to be on the High Deductible Health Plan(HDHP) with a Health Savings Account (HSA) as of July 1, 2022

- Premium Cost Share will be based on the Anthem allocation rate plus not more than 4%.
 - July 1, 2022 12%
 - July 1, 2023 12.5%
- In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).
- Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)
- Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:
 - Generic: \$5
 - Brand (formulary): \$15
 - Brand (non-formulary): \$30
 - Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family.

For the 2022-2023 school year, the Board shall contribute seventy-five percent (75%) of the applicable HSA deductible amount. For the 2022-2023 school year, two-thirds the Board's contribution toward the HSA deductible will be deposited into the HSA account during the first week of July 1, 2022, one-third of the Board's contribution toward the HSA deductible will be deposited into the HSA during the first week of January 2023. For the 2023-2024 school year, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The first during the week of July 1, 2023 and the second during the week of January 1, 2024. In subsequent years, the payment will be made in two equal installments, the first during the week of July 1 and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

Estimated cost savings of all employees switching to the HDHP for 2022-2023 per Segal is estimated to be approximately \$347,666.

The new language also removes the ability of laid off employees and their legally dependent survivors to have continued access to the group rates for the current insurance coverage provided to bargaining unit members. These employees remain eligible for COBRA benefits as required by federal law.

Other Changes

- Updated the federation rights language to address the *Janus* decision.
- Updated the personal leaves of absence language to reflect state and federal anti-discrimination laws.
- Global replacement of “Chief Labor and Legal Officer” with “Senior Executive Director of Human Resources” throughout the Agreement.
- Changed the language regarding available long-term disability insurance to reflect that this is offered by the City, not the Board and is in the contract for informational purposes only.

NEGOTIATIONS BETWEEN
HARTFORD FEDERATION OF SCHOOL SPECIAL POLICE OFFICERS
LOCAL 1018D, AFT, AFL-CIO ("UNION")

AND

HARTFORD BOARD OF EDUCATION ("BOARD")

In full and final settlement of a successor agreement to their collective bargaining agreement that expired June 30, 2017 the negotiating teams for the Hartford Board of Education (the "Board") and the Hartford Federation of School Special Police Officers (the "Union") have tentatively agreed to the following changes to their collective bargaining agreement subject to ratification by the Board and the Union:

Duration through June 30, 2024

ARTICLE IV
SALARY

APPENDIX A
SALARY SCHEDULES

2017-2018	0% GWI, no step
2018-2019	0% GWI, no step
2019-2020	0% GWI, no step
2020-2021	0% GWI, no step
2021-2022	0% GWI, Eliminate Step 1. Create new step at the top that is 8% higher than current Step 4. All employees move 1 step.
2022-2023	2% GWI, no step
2023-2024	2% GWI, no step

Article IV: Salary

- D. Salaries for additional workdays beyond the contractual work year of ~~183~~ 184 days shall be based on ~~1/183~~ 1/184 of the salary of the employee. The salary scales will reflect pay for the additional day. Those bargaining unit who currently work 201 days will increase to 202 days and the salary scale will reflect the increase of the additional day.

Article XVI: Work Day & Work Year

Generally, the workday shall be defined as eight (8) consecutive hours starting no earlier than 7:00 a.m. and ending no later than 4:00 p.m. However, the Administration may create positions outside of the requirements set forth above, as a second shift. The work year is to be composed of one

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hundred and eighty ~~three four~~ days (1834) working days. The eight hour day includes a 30 minute meal break where the member must be available and on site if needed to respond to a safety or security need for the school.

If the work year is increased for a member or a group of members, due to a longer school year, additional hours shall be paid at the pro-rata rate.

**APPENDIX C
FRINGE BENEFITS**

~~Health Insurance — Effective July 1, 2013, the Board shall pay eighty-nine percent (89%) of the fully insured equivalent premium and the member paying eleven percent (11%). Effective July 1, 2014, the Board shall pay eighty-eight percent (88%) of the fully insured equivalent premium and the member paying twelve percent (12%).~~

- ~~1. —~~
- ~~A. — The Hartford Board of Education Preferred Plan with the following co-pays and deductibles:~~

~~Effective July 1, 2012~~

~~Three tier drug rider as follows:~~

- ~~_____ \$10 generic~~
- ~~_____ \$25 formulary brand~~
- ~~_____ \$40 non-formulary brand~~

~~_____ Mail Order: Two times the applicable co-payment for a 90-day supply.~~

~~Effective July 1, 2012, there shall be mandatory generic drug substitution consistent with the State of Connecticut Benefit Design.~~

~~Effective July 1, 2008 —~~

~~Out-of-Network visits shall be subject to a \$250 deductible and 20% coinsurance for an individual plan up to a \$1,250 yearly maximum. Family plans shall be subject to a \$500 deductible and 20% coinsurance up to a \$2,500 yearly maximum.~~

- ~~_____ \$ 20 — Office Visits Co-Pay~~
- ~~_____ \$0/\$5 — Preventive Co-Pay~~
- ~~_____ \$ 100 — Emergency Room Co-Pay~~
- ~~_____ \$150 per admission Co-Pay~~
- ~~_____ \$250/\$500 — Out of Network Co-Pay~~
- ~~_____ 80%/20% — Coinsurance of \$5,000/\$10,000~~
- ~~_____ Three tier drug rider as follows:~~
- ~~_____ \$10 generic~~
- ~~_____ \$20 formulary brand~~

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- ~~_____ \$35 non-formulary brand~~
- ~~_____ Mail Order: One times the applicable co-payment for a 90-day supply.~~
- ~~_____ 20% Prescription Coinsurance for Out of Network~~
- ~~_____ Unlimited Maximum~~

~~The above benefit descriptions are subject to the terms and conditions of the City of Hartford's Split Funded Contract.~~

~~Effective July 1, 2006, the following changes will take effect:~~

- ~~_____ Exclusion of Lasik surgery~~
- ~~_____ Breast Implant removal (add \$1,000 maximum)~~
- ~~_____ Exclude Rogaine and Nicorette~~
- ~~_____ Exclude sex change operation~~

No change to health insurance through the end of the 2021-2022 school year.

A. Health Insurance

Effective July 1, 2022 all bargaining unit members will only be eligible for a HDHP.

1. High Deductible Health Plan ("HDHP") with a Health Savings Account ("HSA")

Members shall contribute the following percentages toward the annual premium or the Anthem allocation rate plus not more than four percent (4%) for individual or family coverage on the HDHP with HSA:

<u>2022-2023</u>	<u>12%</u>
<u>2023-2024</u>	<u>12.5%</u>

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).

Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

- Generic: \$5
- Brand (formulary): \$15
- Brand (non-formulary): \$30

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family

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HDHP Plan:

For the 2022-2023 school year, the Board shall contribute seventy-five percent (75%) of the applicable HSA deductible amount. For the 2022-2023 school year, two-thirds the Board's contribution toward the HSA deductible will be deposited into the HSA account during the first week of July 1, 2022, one-third of the Board's contribution toward the HSA deductible will be deposited into the HSA during the first week of January 2023. For the 2023-2024 school year, the Board shall contribute fifty percent (50%) of the applicable HSA deductible amount. The first during the week of July 1, 2023 and the second during the week of January 1, 2024. In subsequent years, the payment will be made in two equal installments, the first during the week of July 1 and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

2. The Union agrees that any portion of the health, dental or prescription drug plan may be insured or self-insured at the sole discretion of the Board. This provision shall not be subject to the grievance procedure. **The Board may change its pharmacy benefits manager in its sole discretion.**
3. ~~Anthem Blue Cross Blue Shield Full Service Dental Plan subject to the premium cost sharing specified above. Employees and their enrolled dependents will also be provided with riders A, B, C, D, and E (DCR, up to age 25) at no cost.~~ Dental plan is subject to premium cost sharing specified for the HDHP above.
4. Coverage will be provided for handicapped or disabled dependent children who are ~~25~~ 26 years of age or older. The employee and their dependents must meet Anthem Blue Cross Blue Shield's periodic medical certification requirements in order to qualify for the medical coverage continuation.
5. If the employee or the employee's dependents become ineligible for medical or dental coverage, they can purchase the coverage at their own expense at the group rate plus the 2% administration fee in accordance with the Congressional Omnibus Budget Reconciliation Act (COBRA).
6. Bargaining unit members who opt not to take the health insurance plan shall be paid an annual stipend of \$1,000.
7. For information purposes only, a Long-Term Disability policy is made available to bargaining unit members by the City of Hartford at group rates.
8. ~~Laid-off employees and legally dependent survivors shall have access to group rates for all established benefits.~~

~~9. Laid-off employees shall have access to group rates for all current insurance coverage in accordance with the policies of the carrier and the rules and regulations of the Insurance Commissioner.~~

8. The parties acknowledge that the Board's contribution toward the funding of the HSA is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA deductible for individuals upon their separation from employment or departure from the Union.

Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).

9. The Board reserves the right to study alternative insurance plans to the plans outline in this section provided the following steps are followed:

- The plan suggested as an alternative must contain at least a substantially equal benefit level as the present plan at no additional cost to the employee; and such alternate plans must be subject to the jurisdiction of the State Insurance Department.
- The Federation will have the opportunity to study the plan for a period of twenty (20) working days.
- At the end of the twenty day period, the Board and the Federation will mutually agree to an impartial arbitrator if comparability is an issue or the purpose of the comparability study.
- If the proposed plan is comparable, portable through the United States, the Board may substitute as soon as possible.
- Proposed changes are limited to no more than one proposed change for each type of insurance during the life of the contract.

Prior Tentative Agreements

ARTICLE XI FEDERATION RIGHTS

- A. The Board agrees to deduct via payroll dues for all members of the bargaining unit ~~unless an individual member gives notice to the Director of Human Resources, in writing, that he or she wishes to have deducted the service fee only who provide express written permission to the Senior Director of Human Resources, for such fee to be deducted via payroll.~~ The proper deduction will be made each month from the employee's salary and forwarded to the Federation monthly. Upon the payment thereof to the Federation, the Board shall be held free and harmless from any liability in handling such Federation dues and may require a release from the Federation.
- B. ~~The Federation shall hold the Board and the City harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs which may arise out of, or by reason of, actions taken against the Board and/or the City as a result of the administration of the provisions of this article.~~
- C. Wherever possible, one (1) bulletin board shall be reserved at an accessible place in Hartford Public Schools, for the exclusive use of the Federation for the posting of official Federation notices or announcements.

ARTICLE XIII PERSONAL LEAVES OF ABSENCE


4. Absence for ~~husband-spouse~~ for birth of child to ~~wife spouse~~ not to exceed two (2) days in any school year. Absence for parent for adoption of child not to exceed two (2) days in any work year.

GLOBAL REPLACEMENT

The words "Chief Labor and Legal Officer" will be replaced by "Senior Executive Director of Human Resources."

All proposals not previously agreed to or addressed in this tentative agreement are deemed rejected and withdrawn.

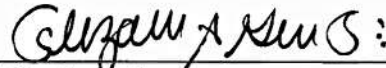
FOR THE HARTFORD
BOARD OF EDUCATION



Melinda Kaufmann
Spokesperson for the Board

12/9/21
Date

FOR HARTFORD FEDERATION OF SCHOOL
SPECIAL POLICE OFFICERS
LOCAL 1018D, AFT, AFL-CIO



Elizabeth Guerra
Spokesperson for the Union

12/9/2021
Date

Summary of Savings: Agreement Between HBOE and Local 1018D

General Topic	Change	Fiscal Impact			
		FY 21-22	FY 22-23	FY 23-24	Total
Wages ¹	General Wage Increases %	0%	2%	2%	
	Cost of General Wage Increase in \$ (compounded) ²	\$ -	\$ 97,572	\$ 78,301	\$ 175,873
	Cost of Step Changes in \$	\$ 280,537	\$ -	\$ -	\$ 280,537
Healthcare	Conversion from PPO Plan to HDHP	\$ -	\$ (296,666)	\$ (353,794)	\$ (650,460)
Health Premium Cost Share	HHPH Employee Cost Share		12.0%	12.5%	
Net Annual Impact		\$ 280,537	\$ (199,094)	\$ (275,493)	\$ (194,050)
Other Measures to Offset Costs of Contract					
	2% increase included in 2021-22 budget.	\$ (69,258)			
	Eliminated provision allowing laid off employees to have access to group rates for all current insurance coverage.	\$ -	\$ -	\$ -	
Net Annual Impact Each Year		\$ 211,279	\$ (199,094)	\$ (275,493)	\$ (263,308)

Notes:

1. BOE budgeted for a 2% GWI for the 2021-2022 school year. Vacancies will more than offset the difference.
2. Beginning in 2022-23, the work year for all bargaining members increase by one day; this increases the effective GWI to 2.56%.

**Hartford BOE Special Police Officers
Proposed Collective Bargaining Agreement to 2024**

Step	2019-2020 Baseline				2021-22, Step Retro to 7/1/2021, Drop Old Step 1, New Step 4				2022-23, No Step, 2% GWI, 1 Add'l Workday				2023-24, No Step, 2% GWI						
	183 Day	201 Day	183 Day Cost	201 Day Cost	Step	183 Day	201 Day	183 Day Cost	201 Day Cost	Step	184 Day	202 Day	184 Day Cost	202 Day Cost	Step	184 Day	202 Day	184 Day Cost	202 Day Cost
1	0	0	\$0	\$0	±					±					±				
2	32	1	\$1,004,512	\$34,467	1	0	0	\$0	\$0	1	0	0	\$0	\$0	1	0	0	\$0	\$0
3	16	0	\$536,880	\$0	2	32	1	\$1,073,760	\$36,844	2	32	1	\$1,101,216	\$37,768	2	32	1	\$1,123,232	\$38,523
4	45	1	\$1,656,135	\$40,409	3	16	0	\$588,848	\$0	3	16	0	\$603,904	\$0	3	16	0	\$615,984	\$0
Diff.	7	0	<u>\$265,349</u>	<u>\$0</u>	4	45	1	\$1,788,615	\$43,642	4	45	1	\$1,834,335	\$44,736	4	45	1	\$1,871,010	\$45,631
					Diff.	7	0	<u>\$286,580</u>	<u>\$0</u>	Diff.	7	0	<u>\$293,902</u>	<u>\$0</u>	Diff.	7	0	<u>\$299,782</u>	<u>\$0</u>
Total			\$3,462,876	\$74,876	Total			\$3,737,803	\$80,486	Total			\$3,833,357	\$82,504	Total			\$3,910,008	\$84,154
					Step Cost			\$274,927	\$5,610	Step Cost			\$0	\$0	Step Cost			\$0	\$0
					GWI Cost			\$0	\$0	GWI Cost			\$95,554	\$2,018	GWI Cost			\$76,651	\$1,650

Step Salaries

1	\$25,978	\$28,524
2	\$31,391	\$34,467
3	\$33,555	\$36,844
4	\$36,803	\$40,409
Diff.	\$37,907	--

Step Salaries

±	25978	28524
1	\$31,391	\$34,467
2	\$33,555	\$36,844
3	\$36,803	\$40,409
4	\$39,747	\$43,642
Diff.	\$40,940	--

Step Salaries

±	25978	28524
1	\$32,194	\$35,331
2	\$34,413	\$37,768
3	\$37,744	\$41,422
4	\$40,763	\$44,736
Diff.	\$41,986	--

Step Salaries

±	25978	28524
1	\$32,838	\$36,038
2	\$35,101	\$38,523
3	\$38,499	\$42,250
4	\$41,578	\$45,631
Diff.	\$42,826	--

GWI and Step Cost Summary

	2021-22	2022-23	2023-24	Total
Step	\$280,537	\$0	\$0	\$280,537
GWI*	<u>\$0</u>	<u>\$97,572</u>	<u>\$78,301</u>	<u>\$175,873</u>
Total	\$280,537	\$97,572	\$78,301	\$456,410
Total	\$280,537	\$97,572	\$78,301	\$456,410
Increase:	7.93%	2.56%	2.00%	12.48%
Compounded increase over contract:				12.90%

*Note that beginning in 2022-23, the number of workdays is increase by one.

Hartford Board of Education
 2020-21 Special Police Officers' Negotiations
 2017-23 Salary Settlements
 District Reference Group (DRG)* I

sorted alphabetically

District	Recent Contract	Classification	2017-18 GWI	2017-18 Step	2018-19 GWI	2018-19 Step	2019-20 GWI	2019-20 Step	2020-21 GWI	2020-21 Step	2021-22 GWI	2021-22 Step	2022-23 GWI	2022-23 Step	Notes
Bridgeport	2018-22	Special Officer	2.50%	yes	2.00%	yes	2.00%	yes	2.00%	yes	2.00%	yes			NAGE; 3 steps; salaries provided separately
Hartford	2017-24 TA	Special Police Officer	0.00%	no	0.00%	no	0.00%	no	0.00%	no	new max +8%	yes	2.00%	no	2%, step freeze in 2023-24
New Britain	2018-23	Campus Safety Officer	2.00%	yes	0.00%	no	1.1% to max	yes	1.57% to max	yes	1.11% to max	yes	2.00%	yes	AFSCME 1186
New Haven	2015-20	School Security Officer	2.00%	yes	2.25%	yes	2.50%	yes							AFSCME 884 (Clerical)
New London	non-union	School Security Officer									2.00%	n/a			hourly only, non-union position
Waterbury	2017-22	Police Officer	0.00%	yes	2.25%	yes	2.50%	yes	2.50%	yes	2.00%	yes			contracts out through City of Waterbury
Windham	2020-23	Security Officer	3.00%	n/a	3.00%	n/a	3.00%	n/a	2.50%	n/a	restructure *	restructure *	2.15% to max	yes	para contract; *increase of at least 1% per person
Group Average w/o Hartford			1.90%		1.90%		2.50%		2.33%		2.00%		2.00%		

*District Reference Groups (DRG) are CT school districts grouped according to similar economic indicators by the Connecticut State Department of Education (CSDE).
 Sources: collective bargaining agreements; CSDE (for DRG)

Hartford Board of Education
 2020-21 Special Police Officers' Negotiations
 2017-23 Salary Comparison
 District Reference Group (DRG)* I

in descending order by 2017-18 Max

District	Recent Contract	Classification	2017-18 Min	2017-18 Max	2018-19 Min	2018-19 Max	2019-20 Min	2019-20 Max	2020-21 Min	2020-21 Max	2021-22 Min	2021-22 Max	2022-23 Min	2022-23 Max	Notes
Waterbury	2017-22	Police Officer	39,858	50,378	40,755	51,511	41,774	52,799	42,818	54,119	43,674	55,201			contracts out through City; shown here: reduced full-year salaries to 183 days
New Haven	2015-20	School Security Officer	39,801	47,180	40,697	48,242	41,715	49,449							AFSCME 884 (Clerical)
New Britain	2018-23	Campus Safety Officer	33,862	37,756	33,862	37,756	33,862	37,759	33,862	38,766	33,862	39,192	34,047	39,995	AFSCME 1186; 185 days (reduced to 183 days; 184 in 2022-23)
Hartford	2017-24 TA	Special Police	25,978	36,803	25,978	36,803	25,978	36,803	25,978	36,803	31,391	39,747	32,194	40,763	183 days (+1 day eff. 2022-23)
Bridgeport	2018-22	Security Guard	25,715	27,145	26,229	27,688	26,753	28,242	27,289	28,806	27,834	29,382			NAGE - full-year positions; reduced days to 183
New London	non-union	School Security Officer								\$18.25/hr		\$18.62/hr			hourly only, non-union position
Windham	2020-23	Security Officer	26,601	no max	26,601	no max	26,601	no max	26,601	no max	32,442	41,885	32,620	43,027	multiplied hourly rate x 183 days (184 in 2022-23) x 8 hrs/day

Group Average w/o Hartford	33,167	40,615	33,629	41,299	34,141	42,062	32,642	40,564	34,453	41,415	33,333	41,511	
Hartford % +/-	-22%	-9%	-23%	-11%	-24%	-13%	-20%	-9%	-9%	-4%	-3%	-2%	

*District Reference Groups (DRG) are CT school districts grouped according to similar economic indicators by the Connecticut State Department of Education (CSDE).
 Sources: collective bargaining agreements; CSDE (for DRG)

Hartford Board of Education
 2020-21 Special Police Officers' Negotiations
 Insurance Premium Cost Sharing (PCS) Comparison (Employee's Share)
 District Reference Group (DRG)* 1

sorted alphabetically

District	Contract	Type of Insurance	2016-17 PCS	2017-18 PCS	2018-19 PCS	2019-20 PCS	2020-21 PCS	2021-22 PCS	2022-23 PCS	Notes
Bridgeport	2018-22	SPP	↓	↓	18%	18%	18%	18%		hired < 11/15/2011
Bridgeport	2018-22	SPP	↓	↓	31%	32%	32%	33%		hired > 11/15/2011
Bridgeport	2014-18	OAP	18%	18%						hired < 11/15/2011
Bridgeport	2014-18	OAP	26%	27%						hired > 11/15/2011
Hartford	2017-24 TA	PPO	12%	12%	12%	12%	12%	12%	n/a	
Hartford	2017-24 TA	HDHP							12%	12.5% PCS in 2023-24
New Britain	2018-23	HDHP		↓	12%	12%	13%	14%	14%	\$2000/\$4000 (50%)
New Britain	2018-23	PPO	↓	↓	15.5%	15.5%	15.5%	15.5%	15.5%	for employees not eligible for the HDHP
New Britain	2015-18	PPO	15.5%	15.5%						
New Britain	2015-18	HDHP	n/a	12%						\$2000/\$4000 (50%)
New Haven	2015-20	HDHP	*	9%	9.5%	10%				deductible amount not mentioned (65% funding 2017-18, 50% 2018-20); *2016-17 PCS unavailable
New Haven	2015-20	Comp Mix	*	19%	19.5%	20%				*2016-17 PCS unavailable; this CBA was signed in 2017
New Haven	2015-20	POE	*	23%	23.5%	24%				*2016-17 PCS unavailable; this CBA was signed in 2017
New Haven	2015-20	PPO	*	23%	24%	25%				*2016-17 PCS unavailable; this CBA was signed in 2017
New London	non-union	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	not offered
Waterbury	2017-22	OAP		23%	23%	n/a	n/a	n/a		
Waterbury	2017-22	OAP-OPS	↓	17%	17%	19%	20%	21%		option for pre-7/1/18 hirees
Waterbury	2017-22	OAP-OPE		12%	12%	15%	16%	17%		option for pre-7/1/18 hirees
Waterbury	2017-22	HDHP	↓	n/a	n/a	15%	16%	17%		\$2000/\$4000 (50%); only plan for post 7/1/18 hirees
Waterbury	2012-17	OAP	20%							

sorted alphabetically

District	Contract	Type of Insurance	2016-17 PCS	2017-18 PCS	2018-19 PCS	2019-20 PCS	2020-21 PCS	2021-22 PCS	2022-23 PCS	Notes
Waterbury	2012-17	OPS	12.5%							
Waterbury	2012-17	OPE	5%							
Windham	2020-23	PPO		↓	↓	↓	13.5% (I), 20% (2P, F)	14% (I), 20% (2P, F)	14.5% (I), 20% (2P, F)	
Windham	2020-23	Comp		↓	↓	↓	13.5% (I), 20% (2P, F)	14% (I), 20% (2P, F)	14.5% (I), 20% (2P, F)	
Windham	2020-23	HDHP		↓	↓	↓	10.5% (I), 20% (2P, F)	11% (I), 20% (2P, F)	11.5% (I), 20% (2P, F)	\$2000/\$4000 (50%)
Windham	2017-20	PPO	↓	11% (I), 20% (2P, F)	12% (I), 20% (2P, F)	13% (I), 20% (2P, F)				
Windham	2017-20	Comp	↓	11% (I), 20% (2P, F)	12% (I), 20% (2P, F)	13% (I), 20% (2P, F)				
Windham	2017-20	HDHP	↓	8% (I), 18% (2P, F)	9% (I), 18% (2P, F)	10% (I), 18% (2P, F)				\$1500/\$3000 (50%) 2017-18; \$2000/\$4000 (50%) 2018-20
Windham	2014-17	PPO	10% (I), 20% (2P, F)							
Windham	2014-17	Comp	10% (I), 20% (2P, F)							
Windham	2014-17	HDHP	10% (I), 20% (2P, F)							\$1500/\$3000 (50%)

*District Reference Groups (DRG) are CT school districts grouped according to similar economic indicators by the Connecticut State Department of Education (CSDE).

Sources: collective bargaining agreements; CSDE (for DRG)

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE HARTFORD BOARD OF EDUCATION

AND

**THE HARTFORD FEDERATION OF SCHOOL SPECIAL
POLICE OFFICERS
LOCAL 1018D, AFT, AFL-CIO**

~~July 1, 2016 — June 30, 2017~~

July 1, 2017 – June 30, 2024

TABLE OF CONTENTS

Article I	RECOGNITION	1
Article II	BOARD PREROGATIVES	1
Article III	DURATION OF AGREEMENT	2
Article IV	SALARY	3
Article V	SALARY PLACEMENT UPON INITIAL EMPLOYMENT	5
Article VI	FRINGE BENEFITS	5
Article VII	GRIEVANCE PROCEDURE	5
Article VIII	FAIR PRACTICES	8
Article IX	OPPORTUNITIES AND ASSIGNMENTS	8
Article X	NOTICES AND ANNOUNCEMENTS	10
Article XI	FEDERATION RIGHTS	10
Article XII	SENIORITY	12
Article XIII	PERSONAL LEAVES OF ABSENCE	12
Article XIV	PERSONNEL FILE	14
Article XV	LOSSES OR DAMAGES	15
Article XVI	WORK DAY & WORK YEAR	15
Article XVII	LAYOFF & RECALL	16
Article XVIII	SAVE HARMLESS CLAUSE	16
Article XIX	SAVINGS CLAUSE	16
Article XX	PROFESSIONAL IMPROVEMENT	17
Article XXI	GENERAL PROVISIONS	17
Article XXII	DISCIPLINARY PROCEDURE & DISCHARGE	18
Article XXIII	PROBATIONARY PERIOD	18
Article XXIV	EFFECTIVE DATE	18
Article XXV	BIKE PATROL	18
Article XXVI	CRIMINAL CONDUCT AND DRUG TESTING	19
Appendix A	SALARY SCHEDULES	20
Appendix B	LONGEVITY	21
Appendix C	FRINGE BENEFITS	22
Appendix D	REIMBURSEMENT FOR PERSONAL AUTO	24
Appendix E	SEVERANCE PAY (sick leave)	24
Side Letter	SELF-RESIGNATION	27

**HARTFORD BOARD OF EDUCATION
AND THE
HARTFORD FEDERATION OF SCHOOL SPECIAL POLICE OFFICERS
LOCAL #1018D, AFT, AFL-CIO**

THIS AGREEMENT IS MADE AND ENTERED INTO by and between the Hartford Board of Education (hereinafter referred to as "The Board") and the Hartford Federation of School Special Police Officers (hereinafter referred to as the "Federation").

WHEREAS, the School Special Police officers employed by the Hartford School System selected as their sole representative the Federation, resulting in the Federation becoming exclusive bargaining representative for all School Special Police Officers in the unit; and

WHEREAS, the Board and its designated representative have met with representatives of the Federation and have fully considered and discussed amongst themselves, salary schedules, working conditions, personnel policies and other conditions relative to employment, it is agreed as follows:

**ARTICLE I
RECOGNITION**

The Board recognizes the Federation as the exclusive bargaining representative for all employees in the position designated as "School Special Police Officers" for the purpose of negotiating with respect to salary schedules, fringe benefits and conditions relative to employment. A School Special Police Officer is a non-certified person employed by the Board whose duty is to support the administration and school staff in providing control and enforcing laws related to school security. No School Special Police Officer will be assigned as his/her regular duties the work of any other Board bargaining unit employee. Effective July 1, 2012, the Board shall refer to the members of the bargaining unit as Safety Officers.

**ARTICLE II
BOARD PREROGATIVES**

Except as otherwise abridged or modified by any provision of this Agreement, the Board has and will continue to retain, the sole and unquestioned right, responsibility and prerogative, to direct the operation of the public schools in the City of Hartford in all its aspects. These rights, responsibilities and prerogatives are not subject to delegation in whole or in part, except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this Agreement.

No action taken by the Board with respect to such rights, responsibilities and prerogatives, other than as there are specified provisions herein elsewhere contained, shall be subject to the grievance provisions of this Agreement.

**ARTICLE III
DURATION OF AGREEMENT**

A. Negotiation over Successor Agreement:

1. This Agreement shall be in full force and effect from the date of its signing through the 30th day of June, ~~2016~~ **2024**. The parties shall enter into negotiations for a successor agreement one hundred twenty (120) days prior to the expiration of this agreement as provided by applicable state law.
2. During negotiations, the Board and the Federation shall confer at reasonable times appropriately scheduled with regard for the budgetary calendar and exchange relevant data, points of view and proposals and counterproposals. The Board shall provide the Federation with materials and/or information necessary to discuss salaries, fringe benefits and working conditions. It is understood that the materials relate only to the Federation.

B. Negotiation over Matters Not Covered by Terms of Agreement:

1. This Agreement contains the full and complete agreement between the Board and the Federation on all bargainable issues, and neither party shall be required during the term hereof to negotiate or bargain upon any issue, whether it is covered, or not covered in this Agreement. All prior practices, agreements and understandings are void and of no force and effect unless specifically incorporated herein.
2. This Agreement may be amended or modified by the mutual agreement of the parties, although it is recognized that neither party has any obligation to negotiate such amendment or modification during the life hereof.
3. The Board shall not adopt a change in policy affecting fringe benefits, working conditions, or matters relative thereto not covered by the terms of this Agreement, unless such change in policy is submitted in writing to the Federation for discussion at least ten (10) working days prior to its adoption.

**ARTICLE IV
SALARY**

A. Wages:

Bargaining unit members shall be paid in accordance with the salary schedule as set forth in Appendix A. Appendix A is annexed hereto and is hereby made a part of this Agreement. Members shall be paid on the 26 pay plan effective for the 2009-10 school year. Effective January 1, 2014, the Board may require direct deposit and provision of electronic notification of pay at its discretion. Exceptions may be granted for reasonable cause.

B. Increments:

To be eligible for increments, bargaining unit members must receive a satisfactory or better on the evaluation instrument. The Federation shall have the right to grieve procedural defects in the evaluation process only through the Labor Relations Manager level. The substance of the evaluation shall not be subject to the grievance procedure. In order to withhold an increment payment when such payments are made, the Administration must provide written notice, at least two months prior to the year-end evaluation of the bargaining unit member, indicating that there are performance concerns.

Increments shall be granted as set forth in this agreement. Upon expiration of this agreement, employees shall not be granted increments, unless and until a successor agreement so provides.

There shall be ~~no increments during the life of this agreement~~ **a single increment for the 2021-2022 school year and no other increments during the life of this agreement.**

C. Performance Incentive

Each member who works in a school that shows significant improvement shall be paid \$1,250 after the conclusion of the work year. The measure of improvement shall be through improvement as determined by the Superintendent of Schools, which shall apply to all eligible employees in the district. To be eligible the member must appear and work a full day in such a school on at least 97% of the work days in the relevant work year. This provision shall not be subject to the grievance procedure.

Employee's longevity payment shall be earned on the employee's anniversary in recognition of their length of service and is to be computed as set forth in Schedule B. which is annexed thereto and hereby made a part hereof. Said payment will be made annually in one lump sum, on July 1. Pro-rata longevity payments will be made to an employee in the event said employee terminates his/her services with the Board. For purposes of said longevity payments, employees on paid sick leave shall be included under said longevity payment schedule.

D. **For the 2021-2022 school year,** salaries for additional workdays beyond the contractual work year of 183 days shall be based on 1/183 of the salary of the employee.

Starting July 1, 2022, salaries for additional workdays beyond the contractual work year of 184 days shall be based on 1/184 of the salary of the employee.

E. Overtime:

1. If an employee is requested to work beyond a forty (40) hour week, compensation shall be at a rate equal to one-&one half (1.5) times his/her regular rate of pay. Holiday hours will be counted as time worked for the purposes of calculating hours worked in a week. Holidays for the purpose of this Article include the days listed below only if the bargaining unit member does not work on that day and school is not in session on that day:

- a. New Year's Day
 - b. Martin Luther King, Jr. Day
 - c. President's Day
 - d. Good Friday
 - e. Memorial Day
 - f. Labor Day
 - g. Thanksgiving Day
 - h. Day after Thanksgiving Day
 - i. Christmas Day
2. Double time (2.0) shall be paid for work on Sundays or holidays (excluding Thanksgiving) provided the employee works forty (40) hours the same week of the holiday or the week preceding the Sunday. Such overtime is to be computed in quarter hour blocks.
 3. Any bargaining unit member assigned to work beyond his/her regular hours at a Hartford Board of Education event or activity, etc. (e.g. power hour, daycare, aftercare, athletic activities, etc.) shall be paid in accordance with the above language. If a bargaining unit member is assigned work beyond his/her regular hours for an event or activity paid for by an outside vendor (e.g. Boys & Girls Club, Urban League, etc.), he/she shall be guaranteed a minimum of three (3) hours of work.
 4. Employees called in for an activity outside their regularly scheduled hours which is cancelled, shall be paid a minimum of three (3) hours at time and one-half their regular hourly rate provided the hours are not consecutively annexed to either end of their workday. Said payment will be made when the employee has not been notified in person of the cancellation of the activity. Notification may be in person or through a notice of cancellation broadcast in the same manner as school closings.

C. Recognition for Professional Improvement

1. When an employee completes a two (2) year degree which is job-related and has been approved by the Office of Talent Management, he/she shall be given one (1) additional step on the salary schedule in either September or January, whichever falls first.
2. When an employee completes a four (4) year degree which is job-related and has been approved by the Office of Talent Management, he/she shall be given two (2) additional steps on the salary schedule in either September or January, whichever falls first.
3. A new or current employee who has already completed a two (2) year or four (4) year degree may submit his/her degree to the Office of Talent Management and Labor Relations. If the degree is determined to be job related, then additional step(s) on the salary schedule shall be granted to the employee in September or January, whichever comes first after the submission of the degree to the Human

Resources Department and Labor Relations. A two (2) year job related degree shall result in one (1) additional step on the salary schedule; a four (4) year job related degree shall result in, two (2) additional steps on the salary schedule. The maximum number of steps an employee can earn for professional improvement is two (2) steps.

ARTICLE V SALARY PLACEMENT UPON INITIAL EMPLOYMENT

In determining the initial placement on the salary schedule for employees new to the bargaining unit, the Superintendent or his/her designee may make appropriate placements. However, in no case shall such new employee be placed on the top step unless the new employee has relevant work experience. This provision shall not be subject to the grievance procedure.

ARTICLE VI FRINGE BENEFITS

The fringe benefits shall be those enumerated in Appendix C, incorporated herein.

ARTICLE VII GRIEVANCE PROCEDURE

Section 1 – Definition

The term "grievance" is defined as an alleged violation, misapplication or misinterpretation of the specific provisions of this Agreement.

Section 2 – Procedures

Adjustment of all grievances shall be sought in accordance with the following three-step procedure:

Step 1: A bargaining unit member must submit his/her grievance in writing and such grievance must be received by the immediate supervisor within five (5) work days of the date when the events giving rise to the grievance occurred. Such submission shall be made to the immediate supervisor for a satisfactory adjustment. The written grievance must indicate the specific nature of the grievance and the specific contract provision(s) alleged to be violated. Such immediate supervisor may request a meeting with the employee prior to making his/her decision, but in any event must render his/her decision within five (5) workdays of the submission. The employee may be accompanied by a Union representative if he/she so desires at any such meeting.

Nothing in this provision shall prohibit a bargaining unit member from informally discussing his/her problem with the involved supervisor.

However, the time limits for filing the initial grievance may only be waived or extended by written agreement between the ~~Chief Labor and Legal Officer/Director of Staffing~~ **Senior Executive Director of Human Resources** (or specified designee) and the Federation President (or designee).

Step 2: If no satisfactory settlement is reached, the grievance may be pursued by the bargaining unit member to the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** by providing the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** with a copy of such grievance and, requesting a meeting in writing, within ten (10) workdays of the decision of the Supervisor. The ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** or his/her designee will schedule a meeting with the Grievant to attempt to resolve the issues related to the grievance within twenty (20) workdays following the bargaining unit member's filing the grievance with the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources**. The ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** shall have ten (10) workdays after holding the meeting to issue a written decision. A copy of the decision shall be provided to both the Grievant, if a Grievant was present at the meeting, and the Union.

Step 3: In the event that the grievance is not settled at Step 1 or Step 2, then the Federation may seek arbitration of the grievance before the American Arbitration Association. The Federation's request for arbitration shall be in writing and must be filed with the American Arbitration Association with a copy to the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** within ten (10) workdays after the receipt of the ~~Chief Labor and Legal Officer's~~ **Senior Executive Director of Human Resources'** (or his/her designee's) decision at Step 2 or not later than ten (10) workdays following the expiration of the time limits for making such a decision, whichever shall occur first. The decision of the AAA arbitrator shall be final and binding upon both parties, provided it is in accordance with the law. The arbitrator shall have no power to add to, delete from, or modify in any way the provisions of this Agreement.

The specific provision(s) of the Agreement which are involved in the matter must be identified in the submission.

Section 3 – General

1. The parties shall share equally in the general cost of the arbitration, including the arbitrator's fee, but shall be responsible for bearing their own respective costs associated with the arbitration process. If a postponement is necessary for one party, that party must pay the postponement fee. If the parties mutually agree to a postponement, they shall share equally the costs of any such fee.
2. If a grievance is not processed in accordance with the time or procedural requirements, it shall be deemed withdrawn.
3. In the event that the Board's representative does not provide the Union with a timely response to the grievance following the meeting of the parties or if the meeting is not scheduled within the timelines described above, the bargaining unit member or, if

- appropriate, the Union, may proceed with the next step of the grievance procedure provided that the Union or the bargaining unit member, if appropriate, does so within the specific time limits set forth above.
4. Any grievance, as defined in Section 1 above, not presented for disposition through the grievance procedure described under Section 2 above within five (5) workdays of the time when either the Grievant or the Union knew or reasonably should have known of the conditions giving rise thereto, shall not thereafter be considered a grievance under this Agreement. Failure at any step of this procedure to communicate a decision within the specified time limits shall permit the aggrieved to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be considered acceptance by the aggrieved of the decision rendered or an acceptance of a denial, if no decision was rendered, and such decision/denial shall thereafter be binding upon the aggrieved and the Union. The time limits specified at any step after Step 1 may be extended in any particular instance by agreement between the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** and the Union.
 5. Grievances arising from the action of an official other than the coordinator, supervisor, or principal shall be filed against that official.
 6. No employee may file for arbitration or appeal to the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** under this procedure except with the approval and participation of the Union. No employee may file for arbitration as an individual, but only the Federation may file an appeal to arbitration hereunder.
 7. Meetings held under this procedure shall be conducted at a time and place, which will afford a fair and reasonable opportunity to attend for all persons proper to be present. Such meetings shall be scheduled to avoid interference with providing services to students. When such meetings are held during the work hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to be present for the purposes of this section are defined as the grievant or grievant(s) and their appropriate Union representative. Qualified witnesses shall also be permitted to attend meetings, but only for the duration of such witness' testimony.
 8. The Union will be notified, in advance, of the time and location of grievance meetings held by the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources**.
 9. The Union shall have the right to initiate a grievance or appeal from the disposition of a grievance of any bargaining unit member or group of members at any step of this procedure.
 10. After the last day of school and prior to the beginning of the next school year, the work "day" shall mean weekdays excluding Board holidays, Saturdays, and Sundays.

ARTICLE VIII FAIR PRACTICES

- A. The Board agrees to continue its policy of not discriminating against any member of the bargaining unit on the basis of race, creed, color, national origin, age, sex, sexual orientation or marital status or membership or participation in, or association with, the activities of any organization.

- B. The Federation agrees, in accordance with its constitution, to continue to admit persons to membership without discrimination on the basis of race, creed, color, national origin, age, sex, sexual orientation, marital status, and to represent equally all members of the bargaining unit.
- C. The provisions of this article are included in the agreement for informational purposes only, and shall not be subject to the grievance procedure.

**ARTICLE IX
OPPORTUNITIES AND ASSIGNMENTS**

- A. Vacancies and new positions that are to be filled will be posted throughout the system for five (5) school days as they occur. Bargaining unit members must apply within ten (10) school days.
- B. The principal criterion for consideration of a request for change in assignment is whether the transfer will result in the best educational program for Hartford Public School children.
- C. Only regular employees may request transfers. After a transfer has been granted, employees will not be eligible to apply for another transfer for one (1) year.
- D. The Federation will be notified on a monthly basis of any changes in assignments or new employees.
- E. The Federation recognizes the right of the Board for education reasons to assign newly hired employees prior to reassigning those who have requested a transfer.
- F. Summer vacancies shall be offered first to qualified bargaining unit members within the assigned school. The determination of a member's qualification shall be based upon a number of factors including, but not limited to: qualifications for position, satisfactory job performance, seniority, prior relevant experience, professional improvement, receipt of disciplinary action and attendance.
- G. In determining who shall be selected from among qualified applicants, the following criteria will apply:
 - 1. Job performance
 - 2. Prior experience
 - 3. Professional improvement
 - 4. Qualifications of the position
 - 5. Discipline/Attendance

Where candidates are relatively equal in the above criteria, seniority shall be the determining factor. Where candidates are not relatively equal in the above criteria, seniority shall be considered as an additional factor.

H. Involuntary Transfer

The Board reserves the right to change a member's assignment in its sole discretion with at least two weeks notice, whenever possible, without meeting the requirements listed below (1) if a school is being redesigned, closed, or reconstituted; or (2) the Administration is implementing a Board policy related to nepotism.

Otherwise, the Administration shall follow the following procedure -

1. Before an involuntary transfer is made the Board shall ask volunteers who may wish to transfer to the new or vacant position.
2. Failing a response by any volunteer, the Board may fill said positions through involuntary transfer.
3. Where possible, involuntary transfers shall not be made without the prior knowledge of and discussion with the employee concerned. The employee shall be notified of the reason(s) for the transfer at least two (2) weeks prior to the effective transfer date.
4. If prior notice is not possible, the affected employee may request a meeting to discuss the reason for the transfer. Said meeting shall be scheduled within ten (10) working days of the employee's request, whenever possible, but in no event later than fifteen (15) working days.

- I. Vacancies shall be filled within thirty (30) calendar days from the closing date of the posting provided there is at least one (1) qualified applicant and funding is available. In filling a vacancy, preference will be given to unit members who have a positive work record.

ARTICLE X NOTICES AND ANNOUNCEMENTS

All official circulars from the Superintendent's office and from the Board which are intended for the information of the employees shall be delivered to the President of the Federation who will disseminate such information to the Federation membership.

ARTICLE XI FEDERATION RIGHTS

- A. The Board agrees to deduct via payroll dues for all members of the bargaining unit **who provide express written permission to the Senior Executive Director of Human Resources for such fee to be deducted via payroll**, ~~unless an individual member gives notice to the Director of Human Resources, in writing, that he or she wishes to have deducted the service fee only.~~ The proper deduction will be made each month from the employee's salary and forwarded to the Federation monthly.

Upon the payment thereof to the Federation, the Board shall be held free and harmless from any liability in handling such Federation dues and may require a release from the Federation.

B. The Federation shall hold the Board and the City harmless against any and all claims, demands, liabilities, lawsuits, counsel fees or other costs which may arise out of, or by reason of, actions taken against the Board and/or the City as a result of the administration of the provisions of this article.

C. Wherever possible, one (1) bulletin board shall be reserved at an accessible place in Hartford Public Schools, for the exclusive use of the Federation for the posting of official Federation notices or announcements.

D. The Federation may call meetings in each school before or immediately after or during the lunch hour upon request and permission from the principal. Individuals having assignments at the time the meeting is scheduled must request and receive individual permission to attend. Permission in either instance shall not be unreasonably withheld.

E. The Board agrees to furnish a copy of this Agreement to each employee. The cost of reproducing the same shall be shared between the Board and the Federation.

F. There shall be made available to the Federation upon its request any and all information, statistics and records which the Federation may deem to be relevant or necessary for the proper enforcement and implementation of the terms of this Agreement, to the extent to which such material is readily available or is reasonably obtainable. Records of employees other than those involved shall not be available without the approval of the individual employees.

G. Whenever members of the bargaining units are scheduled by the parties to participate during school hours in a conference or meeting, they shall suffer no loss in pay.

H. A copy of the public agenda of the regular Board meetings shall be available to the official Federation representatives to the Board, to the extent possible, twenty-four (24) hours prior to the meetings. This representative shall be advised as soon as possible of all special meetings.

I. Notices & Announcements:

A copy shall be sent to the Federation office of any notice, directive or bulletin, relating to members of the bargaining unit generally or to any substantial group of members of the bargaining unit.

J. Federation Leave:

Members of the bargaining unit who are elected or appointed to a full-time position with the Federation (local, state, or national) will, upon proper application, be granted a one-year leave of absence without pay for the purposes of accepting a position. Such leave may be extended for one (1) additional year upon proper application prior to June 1. A member of the bargaining unit granted such leave of absence shall have available all insurance and other benefits payable to the employee and the Federation and shall, during such leave, accrue seniority, salary increment and like benefits (excluding, however, sick leave days) as though he/she was in regular service. Upon return to service, he/she will be placed in the assignment, which he/she left if the position has not been eliminated, otherwise in a comparable position with such accrued benefits and increments as he/she would have earned had he/she been on active service.

K. Superseniority:

Superseniority shall be given to no more than four (4) Federation officers during the life of the contract. Each September the Federation shall provide the Board with a list of the names of officers whom are covered under this provision for the particular year.

L. Delegated Release Time:

No more than three (3) Federation officials shall be allowed six (6) days per year with pay to attend official Federation conferences and conventions. The maximum number of delegated release days shall be eighteen (18) days over the life of the contract with a yearly accumulation of six (6) unused days per year. Each year the Federation shall inform the Director of Staffing and the ~~Labor and Legal Officer~~ **Senior Executive Director of Human Resources** of the names of the three (3) delegates. Adequate advance notification shall be given to (1), the building Administrator, (2) the security Administrator, and (3) the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources**. Final approval shall be given by the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** and shall not be unreasonably withheld.

ARTICLE XII SENIORITY

- A. Except for school related benefits, seniority shall be based on the employee's length of service in the bargaining unit position. In the case of an administrative transfer, seniority shall be carried with the employee to the school where he/she is transferred.
- B. Seniority shall continue to accrue during all authorized leaves of absence with pay and sick leaves.

- C. In case of a tie, seniority shall be determined by the most current evaluation rating in the employee's personnel file. The evaluation form must be the same for each employee involved for the same school years; the overall rating range is to be used. Otherwise, or in the case of a tie between the ranges, the last four digits of the employee's social security number shall be used, the higher number having more seniority.

**ARTICLE XIII
PERSONAL LEAVES OF ABSENCE**

- A. Employees shall be permitted absences, without loss in pay, and with deduction from sick leave accumulation, up to a total of no more than five (5) days in any school year for any or all the reasons listed below. An employee who has taken personal leave on an emergency basis must make the necessary arrangements upon the date of his/her return from leave to file the Confidential Leave Request Form. Failure to do so will mean loss of pay for that day. If such leave occurs on the last work day in June, the Confidential Leave Request must be filed prior to June 30.

Reasons:

1. In the event of serious illness or death of wife, husband, father, mother, son, daughter, grandfather, grandmother, grandchildren, father in law, mother in law, sister, brother, sister in law, brother in law, uncle, aunt, or child related by blood or marriage or member of his/her immediate household, not to exceed five (5) in any school year.
2. Holy days not to exceed three (3) days in any school year that are mandated by an established religion as a non work day.
3. Quarantine.
4. Absence for ~~husband~~ **spouse** for birth of child to ~~wife~~ **spouse** not to exceed two (2) days in any school year. Absence for parent for adoption of child not to exceed two (2) days in any work year.
5. Temporary absence for personal reasons is limited to situations not under the control of the applicant which makes such absence from service necessary. The designated Administrator must give prior approval.

- B. Application for Sick Leave Without Pay:

An employee with five (5) years or more of service under regular appointment who exhausts accrued sick leave may request from the Board sick leave without pay.

All such requests must be received by the ~~Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources** at least five (5) workdays in advance of the start of the sick leave without pay. Such requests must be made on a

Confidential Leave Request Form, must include a beginning and ending date, and must be accompanied by a doctor's note.

C. Leave Without Pay Other than Maternity:

Leaves of absence without pay shall be granted upon application to employees in cases of extreme personal hardship such as serious illness to a spouse, parent, or legal dependent. Such leave shall be limited to one (1) year.

D. Child Rearing Leave:

Child-rearing leave shall include adopting mothers or fathers and shall be limited to one (1) calendar year for employees. It shall be the policy (whenever possible) to reassign an employee on child-rearing leave to his/her former assignment provided he/she returns during the same school year.

E. Jury Duty:

An employee shall be entitled to full pay at current base rate for absence due to jury duty provided that reimbursement for same and regular pay together does not exceed the employee's regular wage. The employee shall give notice within two (2) days of receipt of his/her call to jury duty.

F. Military Leave:

Employees shall be granted leave without pay for military service for the duration of such service. Any such employee upon his/her return from military leave shall receive full credit toward seniority, longevity, annual salary increments, fringe benefits and other privileges contained herein, as though he/she was in regular service.

G. Professional Leave:

The Board shall pay the reasonable expenses (including fees, meals, lodging and transportation) incurred by members of the bargaining unit who attend workshops, seminars, conferences, conventions or other professional improvement sessions (such as visiting days) at the request and/or with the advance approval of the supervisor and Superintendent for particular purposes of special benefit to the school system. A written report may be required of any member of the bargaining unit attending such session. All members of the bargaining unit will be given a reasonable opportunity to participate in such programs. Approval shall not be unduly withheld.

H. Workers' Compensation:

Worker's Compensation benefits shall be paid in accordance with law.

ARTICLE XIV PERSONNEL FILE

- A. Limitations on File.
Official files shall be maintained so that Special Police Officers have a right of access and review of their files. No anonymous letters or materials shall be placed in a Special Police Officer's personnel file.
- B. Right to Review File.
The Special Police Officer shall, upon request, be given the opportunity to review the contents of his/her file.
- C. Right to Reply.
The Special Police Officer has the right to reply to any document with a formal letter addressed to the Superintendent of Schools. This letter will be placed in the file.
- D. Right to Copy Material.
Each Special Police Officer shall receive, upon request, a copy of supervisory records and reports of competence, personal character and efficiency, maintained in his/her personnel file with reference to evaluation of his/her performance. The cost of facsimile copies shall be borne by the Board. The cost of facsimile copies of materials other than those cited above (e.g. transcripts, recommendations other than employment recommendations, commendatory letters from outside, etc.) shall be borne by the Special Police Officer.

ARTICLE XV LOSSES OR DAMAGES

The Hartford Board of Education will allocate \$250 for the purpose of reimbursing employees in the bargaining unit for damage or loss of personal property, excluding cash, not covered by the employees insurance, such damage or loss to have taken place during the employees working hours. All reimbursement in full or in part to the extent of the \$250 will be made. Such payment will not duplicate any amount paid by the employee's insurance.

ARTICLE XVI WORK DAY & WORK YEAR

Generally, the workday shall be defined as eight (8) consecutive hours starting no earlier than 7:00 a.m. and ending no later than 4:00 p.m. However, the Administration may create positions outside of the requirements set forth above, as a second shift. The work year **for the 2021-2022 school year** is to be composed of one hundred and eighty three days (183) working days. **As of July 1, 2022, the work year is to be composed of one hundred and eighty four (184) working days.** The eight hour day includes a 30 minute meal break where the member must be available and on site if needed to respond to a safety or security need for the school.

If the work year is increased for a member or a group of members, due to a longer school year, additional hours shall be paid at the pro-rata rate.

ARTICLE XVII LAYOFF & RECALL

Layoffs shall take effect as follows by classification.

1. Temporary employees
2. Full-time employees
3. Regular employees hired since September 1, 1997 shall be laid off on the basis of seniority with the following exceptions:
 - a. Special needs of the educational program;
4. Regular employees hired prior to September 1, 1975 shall be laid-off on the basis of seniority.
5. Full-time employees laid-off shall be placed on a preferential recall list for two (2) years after the date of layoff. They shall be recalled to available positions on the basis of seniority and qualifications. If an employee is recalled from the list and does not accept said position, he/she shall be removed from the list.

ARTICLE XVIII SAVE HARMLESS CLAUSE

The provisions of this Article are included in the Agreement for informational purposes only and shall not be subject to the grievance procedure. If the law is revised during the term of this Agreement, the new law will apply and supercede the language provided below.

The Board shall protect and save harmless any bargaining unit employee from financial loss and expense, including legal fees and costs, if any, arising out of any claim, demand, suit or judgment by reason of alleged negligence or other act resulting in accidental bodily injury to or death to any person, or in accidental damage to or destruction of property, within or without the school building, or any other acts, including but not limited to infringement of any person's civil rights, resulting in any injury, which acts are not wanton, reckless or malicious, provided such bargaining unit employee, at the time of the occurrence, was acting in the discharge of his/her duties or within the scope of employment or under the direction of the Board. (Conn. Gen. Stat. Section 10-235).

ARTICLE XIX SAVINGS CLAUSE

- A. If any provision of this Agreement is, or shall be at any time, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute action shall be subject to appropriate consultation and negotiation with the Federation.

- B. In the event that any provision of the Agreement is, or shall at any time, be contrary to law, all other provisions of this Agreement shall continue in effect.

**ARTICLE XX
PROFESSIONAL IMPROVEMENT**

The Board desires to encourage the professional improvement of its employees in areas directly related to their employment. Bargaining unit members who have completed one year of satisfactory service in the Hartford Public Schools and have successfully completed the semester course shall be eligible for tuition reimbursement of up to \$500 per credit, up to a maximum of six (6) credits per year. Courses shall be eligible for reimbursement only during the school year in which the bargaining unit member took the course(s). Bargaining unit members must submit any course for reimbursement within three months of receipt of the final grade, or the claim for reimbursement shall be waived. For purposes of this article, successful completion means, at a minimum, receipt of a B or a Pass for the completed course work.

**ARTICLE XXI
GENERAL PROVISIONS**

- A. Outside security work assignments shall be equally shared by all members of the bargaining unit at each work location.

- B. Labor Management Committee:

A committee consisting of not more than two (2) Federation members and not more than two (2) representatives of the Board shall be for the purpose of addressing and resolving areas of concern.

- C. No non-bargaining unit employees shall be assigned to work which falls within the purview of this bargaining unit on a regular basis. Security work at the central administration building shall not be considered a bargaining unit position.

- D. Members shall be provided at least the equivalent of one and a half days of in-service per year.

The Board may mandate one or two additional professional development days prior to the first day of school. If a day or days are mandated, the members shall be compensated at the pro-rata rate.

- E. Members of the bargaining unit shall not be assigned to more than one (1) work location during a work day except during the first and last week of school, teacher in-service days, student examination days and emergencies. Any such changes in work location assignments shall be equitably rotated among the members of the bargaining unit according to their classification.

Additionally, members assigned to bike patrol may be assigned to more than one location during the work day.

**ARTICLE XXII
DISCIPLINARY PROCEDURE & DISCHARGE**

Bargaining unit members shall not be issued a written reprimand, which is copied to the personnel file, suspended without pay or discharged without just cause.

**ARTICLE XXIII
PROBATIONARY PERIOD**

New bargaining unit members shall be considered probationary during their first 120 actual working days (excluding any unauthorized or authorized leave). During the probationary period, the employee may be discharged at will, and in such event, the employee shall not have recourse to the grievance procedure. Furthermore, new employees will not attain seniority rights during the probationary period. However, upon completion of any employee's probationary period, his/her seniority shall date back to the date of his/her original employment. The Administration shall make every effort to communicate concerns about performance, in a timely manner, to the new bargaining unit member. This article shall not be subject to the grievance procedure.

**ARTICLE XXIV
EFFECTIVE DATE**

- A. This agreement is the result of negotiations between the parties.
- B. This Agreement shall be in full force effective upon signing and shall remain in full force and effect until the Thirtieth day of June, ~~2017~~ **2024** and thereafter shall continue in effect from year to year, if both parties so agree. It may be amended at any time by mutual agreement or upon the anniversary date of said Agreement by giving to the other party not less than sixty (60) days written notice of intention to propose amendments.

**ARTICLE XXV
BIKE PATROL**

- a. The Board shall create/eliminate bike patrol positions/duties; shall determine bike patrol assignments; shall determine when members, who are assigned to bike patrol, shall perform bike patrol duties; and shall create the bike patrol routes. These matters shall not be subject to the grievance procedure.
- b. Nothing shall limit the Board's discretion to assign bike patrol during any time of the school year and the Federation acknowledges and agrees that any bike patrol duties performed outside of the first ten weeks of school and the final fourteen weeks of school are covered by the terms of this Agreement and the compensation described herein.
- c. If a member is asked to perform bike patrol by the Director of Security or designee, he/she shall submit the number of days the bike was ridden on a form in order to be processed for pay. Such form must be signed by the principal and sent to the Director of Security. Pay

shall be at the rate of \$15 a day on the bike. The Director of Security must pre-authorize the number of days a member may ride.

**ARTICLE XXVI
CRIMINAL CONDUCT AND DRUG TESTING**

If a bargaining unit member is subject to custodial arrest, he/she shall immediately notify the Director of Security and ~~the Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources**.

If a bargaining unit member is convicted of a crime, he/she shall immediately notify the Director of Security and ~~the Chief Labor and Legal Officer~~ **Senior Executive Director of Human Resources**, in writing.

Further, the Administration may, in its sole discretion, require a member to submit to a drug/alcohol test.

IN WITNESS WHEREOF, the parties have set their hands this _____ day of _____,
2016 **2022**.

HARTFORD BOARD OF
EDUCATION

HARTFORD FEDERATION OF
SCHOOL SPECIAL POLICE OFFICERS

BY _____

BY _____

Davey Velez, President

**APPENDIX A
SALARY SCHEDULES
SCHOOL SPECIAL POLICE OFFICERS**

Note: State Certification shall become a job requirement (qualification) effective July 1, 2013.

For all the salary schedules below, increment advancement is determined by Article IV, B.

Members shall receive a 3% differential upon successful completion of the SPO Training Academy if such an academy is created or a 5% differential for completion of an Associate's degree or a Bachelor's degree in Criminal Justice from an accredited college or university. The degree differential shall be paid within 90 days of the provision of the official transcript and request for such differential to the Executive Director of Human Resources. This provision shall not be subject to the grievance procedure.

The Board and the Union agree that any retroactive payments related to contract settlement shall only apply to Safety Officers employed as Safety Officers at the time the Board ratifies the agreement.

	2016-2017			
	1	2	3	4
20 (183 days)	25,978	31,391	33,555	36,803
21 (201 days)	28,524	34,467	36,844	40,409

July 1, 2017 – June 30, 2021

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>20 (183 days)</u>	<u>25,978</u>	<u>31,391</u>	<u>33,555</u>	<u>36,803</u>
<u>21 (201 days)</u>	<u>28,524</u>	<u>34,467</u>	<u>36,844</u>	<u>40,409</u>

2017-2021 0% GWI, no step movement.

2021-2022

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>20 (183 days)</u>	<u>31,391</u>	<u>33,555</u>	<u>36,803</u>	<u>39,747</u>
<u>21 (201 days)</u>	<u>34,467</u>	<u>36,844</u>	<u>40,409</u>	<u>43,642</u>

2021-2022 – all unit members move 1 step. Eliminate Step 1, create new Step 4.

	<u>2022-2023*</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>20 (184 days)</u>	<u>32,194</u>	<u>34,413</u>	<u>37,744</u>	<u>40,763</u>
<u>21 (202 days)</u>	<u>35,331</u>	<u>37,768</u>	<u>41,422</u>	<u>44,736</u>

2022-2023 2% GWI, no step movement.

	<u>2023-2024</u>			
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>20 (184 days)</u>	<u>32,838</u>	<u>35,101</u>	<u>38,499</u>	<u>41,578</u>
<u>21 (202 days)</u>	<u>36,038</u>	<u>38,523</u>	<u>42,250</u>	<u>45,631</u>

2023-2024 2% GWI, no step movement.

***The salary scales for 2022-2023 forward reflect the addition of one workday.**

**APPENDIX B
LONGEVITY**

SCHOOL SPECIAL POLICE OFFICERS

YEARS	AMOUNT
6-9	\$495
10-14	\$545
15-19	\$620
20+ PLUS	\$720

**APPENDIX C
FRINGE BENEFITS**

Health Insurance — ~~Effective July 1, 2013, the Board shall pay eighty-nine percent (89%) of the fully insured equivalent premium and the member paying eleven percent (11%).~~ Effective July 1, 2014, the Board shall pay eighty-eight percent (88%) of the fully insured equivalent premium and the member paying twelve percent (12%).

1.
 - A. The Hartford Board of Education Preferred Plan with the following co-pays and deductibles:

Effective July 1, 2012

Three tier drug rider as follows:

- \$10 generic
- \$25 formulary brand
- \$40 non-formulary brand

Mail Order: Two times the applicable co-payment for a 90-day supply.

Effective July 1, 2012, there shall be mandatory generic drug substitution consistent with the State of Connecticut Benefit Design.

Effective July 1, 2008 —

Out-of-Network visits shall be subject to a \$250 deductible and 20% coinsurance for an individual plan up to a \$1,250 yearly maximum. Family plans shall be subject to a \$500 deductible and 20% coinsurance up to a \$2,500 yearly maximum.

- \$ 20 - Office Visits Co-Pay
- \$0/\$5 - Preventive Co-Pay
- \$ 100 - Emergency Room Co-Pay
- \$150 per admission Co-Pay
- \$250/\$500 - Out of Network Co-Pay
- 80%/20% - Coinsurance of \$5,000/\$10,000

Three tier drug rider as follows:

- \$10 generic
- \$20 formulary brand
- \$35 non-formulary brand

Mail Order: One times the applicable co-payment for a 90-day supply.

20% - Prescription Coinsurance for Out of Network
Unlimited Maximum

The above benefit descriptions are subject to the terms and conditions of the City of Hartford's Split Funded Contract.

Effective July 1, 2006, the following changes will take effect:

- Exclusion of Lasik surgery
- Breast Implant removal (add \$1,000 maximum)
- Exclude Rogaine and Nicorette
- Exclude sex change operation

B. Health Insurance

Effective July 1, 2022 all bargaining unit members will only be eligible for a High Deductible Health Plan.

1. High Deductible Health Plan (“HDHP”) with a Health Savings Account (“HSA”)

Members shall contribute the following percentages toward the annual premium or the Anthem allocation rate plus not more than four percent (4%) for individual or family coverage on the HDHP with HSA:

<u>2022-2023</u>	<u>12%</u>
<u>2023-2024</u>	<u>12.5%</u>

In-Network services shall be subject to a \$2,000 deductible for an individual plan and \$4,000 per family. The plan pays 100% in network services after the deductible, except for prescription drugs (Rx).

Out-of-Network services shall be subject to a 20% coinsurance for an individual plan up to a yearly maximum of \$2,000 individual and \$4,000 per family. Out of network out of pocket maximum is \$4,000 per individual and \$8,000 per family (including the deductible)

Upon reaching the deductibles, there shall be a Rx co-payment applied as follows:

- Generic: \$5**
- Brand (formulary): \$15**
- Brand (non-formulary): \$30**

Up to an out of pocket maximum of \$1,000 per individual and \$2,000 per family

HDHP Plan:

For the 2022-2023 school year, the Board shall contribute seventy-five percent (75%) of the applicable HDHP deductible amount. For the 2022-2023 school year, two-thirds the Board's contribution toward the HDHP deductible will be deposited into the HSA account during the first week of July 1, 2022 and one-third of the Board's contribution toward the HDHP deductible will be deposited into the HSA during the first week of January 2023. For the 2023-2024 school year, the Board shall contribute fifty percent (50%) of the applicable HDHP deductible amount in two equal installments. The first payment will be made during the week of July 1, 2023 and the second payment will be made during the week of January 1, 2024. In subsequent years, the payment will be made in two equal installments, the first during the week of July 1 and the second during the week of January 1. The Board's contribution will be pro-rated for members hired after July 1st in any year.

2. The Union agrees that any portion of the health, dental or prescription drug plan may be insured or self-insured at the sole discretion of the Board. This provision shall not be subject to the grievance procedure. **The Board may change its pharmacy benefits manager in its sole discretion.**
3. **The parties acknowledge that the Board's contribution toward the funding of the HSA is not an element of the underlying insurance plan, but rather relates to the manner in which the deductible shall be funded for active employees. The Board shall have no obligation to fund any portion of the HSA deductible for individuals upon their separation from employment or departure from the Union.**

Any member who is enrolled in Medicare may not participate in the HSA and must participate in a health retirement account (HRA).

4. Anthem Blue Cross Blue Shield Full Service Dental Plan subject to the premium cost sharing specified above. Employees and their enrolled dependents will also be provided with riders A, B, C, D, and E (DCR, up to age 25) at no cost. **As of July 1, 2022, the dental plan is subject to the premium cost sharing specified for the HDHP above.**
5. Coverage will be provided for handicapped or disabled dependent children who are ~~25~~ **26** years of age or older. The employee and their dependents must meet Anthem Blue Cross Blue Shield's periodic medical certification requirements in order to qualify for the medical coverage continuation.
6. If the employee or the employee's dependents become ineligible for medical or dental coverage, they can purchase the coverage at their own expense at the group rate plus the 2% administration fee in accordance with the Congressional Omnibus Budget Reconciliation Act (COBRA).

7. Bargaining unit members who opt not to take the health insurance plan shall be paid an annual stipend of \$1,000.
8. **For informational purposes only, a** Long-Term Disability policy will be made available to bargaining unit members **by the City of Hartford** at group rates.
- ~~9. Laid off employees and legally dependent survivors shall have access to group rates for all established benefits.~~
- ~~10. Laid off employees shall have access to group rates for all current insurance coverage in accordance with the policies of the carrier and the rules and regulations of the Insurance Commissioner.~~
- 9.** The Board reserves the right to study alternative insurance plans to the plans outline in this section provided the following steps are followed:
 - The plan suggested as an alternative must contain at least a substantially equal benefit level as the present plan at no additional cost to the employee; and such alternate plans must be subject to the jurisdiction of the State Insurance Department.
 - The Federation will have the opportunity to study the plan for a period of twenty (20) working days.
 - At the end of the twenty day period, the Board and the Federation will mutually agree to an impartial arbitrator if comparability is an issue or the purpose of the comparability study.
 - If the proposed plan is comparable, portable through the United States, the Board may substitute as soon as possible.
 - Proposed changes are limited to no more than one proposed change for each type of insurance during the life of the contract.

APPENDIX D REIMBURSEMENT FOR PERSONAL AUTO

Employees who use their personal automobile for outside patrol during the months of November through April shall be compensated at a flat rate of \$20.00 per week. When officers are requested to use their personal automobiles for responsibilities other than outside patrol they will be compensated in accordance with the IRS rate at that time.

**APPENDIX E
SEVERANCE PAY**

- A. All employees will earn two sick days a month the unused portion of which may be accumulated to a total of 175.
- B. All employees will be eligible to receive severance pay on retirement or death for unused sick leave days that they accumulate. The formula shall be as follows: For each sick leave day unused at the date of retirement or death, he/she shall receive the equivalent of one (1) day's salary to a maximum of seventy (70) days or one-half the total number of unused sick leave days, whichever is higher.
- C. The provisions of this Subsection are included in the Agreement for informational purposes only; they are not intended to be comprehensive and may not be up-to-date. This subsection shall not be subject to the grievance procedure.

Pensions:

- 1. The present retirement benefits to the MERF plan of the City of Hartford shall continue in effect.
 - a. An employee with at least twenty five (25) years of service and at least fifty-five (55) years of age, or an employee with at least ten (10) years of service and at least sixty (60) years of age will be eligible for a pension based on two percent (2%) of the employees final average pay per whole year of service.
 - b. The normal retirement allowance shall amount to two percent (2%) of final average pay for each year of service to a maximum of seventy percent (70%) of final average pay. The final average pay will be computed on the basis of the employee's highest five (5) of the last ten (10) years of his/her gross earnings.
 - c. Any employee who is age fifty-five (55) with at least ten (10) years of service but less than twenty-five (25) years of service shall be eligible to receive to receive a pension based on the above formula but reduced by four percent (4%) for each year the employee retires short of age sixty (60).
 - d. Any disability or disability allowance shall be computed as provided above and shall be subject to the limitations of Section 3 (e) and 3 (f).
 - e. Commencing July 1, 1988 all employees shall contribute to the pension fund a total of four percent (4%) of the employee's earnings on which Social Security taxes are paid and seven percent (7%) of the balance of the employees earnings to his account in the fund. This contribution shall be in lieu of any previous contributions required.

- f. The employee contributions to the pension fund of employees represented by Local 1018D Hartford Federation of School Special Police Officers, HFT, CSFT, AFT, AFL-CIO will be credited with three percent (3%) interest on such contributions. Present employees will be credited with such interest on their contributions as of June 30, 1988 or to the date of their employment, whichever is late. Each July 1 after July 1, 1988 contributions and interest shall be credited with three percent (3%) interest. Once credited, the interest and contributions made by the employee to the pension fund shall be payable to the employee upon separation from the city employment except that no such payment will be made to an employee granted a pension in accordance with this Chapter XVII, Section 3.
- g. An employee will be allowed to buy into the retirement system up to four (4) years of military service provided that the employee pays the prescribed contributions with interest in accordance with the provisions and stipulations of this plan.


SIDE LETTER
BETWEEN
THE HARTFORD PUBLIC SCHOOLS AND
THE HARTFORD FEDERATION OF SCHOOL SPECIAL POLICE OFFICERS


The Union and the Board acknowledge the Board's practice to separate an employee from service (self-resign) if the member fails to appear for work without authorization. This practice is long-standing and is not subject to the grievance procedure.

If a member fails to appear for work and does not call in, that day is considered unauthorized and unpaid. If a member fails to appear for work and has not been approved for a leave, he/she may be separated from service as having abandoned his/her position or self-resigned. If a person is running out of leave time or has run out of time, and has not be authorized for any other kind of leave, the Administration sends a notice to the home address listed in the payroll system indicating these facts and requiring that the member return to work by a date certain. If the member fails to appear by such date, the member is self-resigned. Three days without authorization for the first occurrence is the minimum for a self-resignation. A letter is sent to confirm the self-resignation. This process is followed when the member is out of time but legitimately sick or when the person fails to appear but has not been approved for leave. One example of the later is going on a trip for vacation and failing to return for work. In that case, the letter is sent to the home address on record and the confirming letter is sent if the member does not return as directed. Once a person has received a "self-resignation" notice and reappears for work, he/she no longer receives the same minimum of three day grace period if the same occurs in the future. In those cases where notice is given, even one unauthorized day can be treated as a self-resignation.

THE HARTFORD BOARD OF
EDUCATION

HARTFORD FEDERATION OF
SCHOOL SPECIAL POLICE OFFICERS

BY 
Jill Cutler Hodgman, Chief Labor
and Legal Officer


Patricia Walters, Chief Negotiator

DRAFT

Summary of Hartford BOE Proposed Collective Bargaining Agreement with HFT 2022-2025

This unit consists of approximately 1,600 certified staff members. The current contract is set to expire on June 30, 2022. The parties reached a tentative agreement on December 8, 2021. The Union ratified the tentative agreement on January 12, 2022. The Hartford Board of Education ratified the contract on January 18, 2022. The new contract will be effective from July 1, 2022 – June 30, 2025.

The prior contract was from July 1, 2019 through June 30, 2022.

Salary

2022-2023 0.35% GWI, step advancement, all members on top step receive a GWI of 1.75%
 2023-2024 0% GWI, step advancement, all members on top step receive a GWI of 1.75%
 2024-2025 0% GWI, step advancement, all members on top step receive a GWI of 1.75%

Change	FY 22-23	FY 23-24	FY 24-25	Total
General Wage Increases %	0.35%	0.00%	0.00%	
Cost of General Wage Increase in \$ (compounded)	\$ 1,197,904	\$ 1,093,105	\$ 1,253,161	\$ 3,544,170
Cost of Step Changes in \$	\$ 2,858,977	\$ 2,985,960	\$ 2,736,642	\$ 8,581,579
	\$ 4,056,881	\$ 4,079,065	\$ 3,989,803	\$ 12,125,749

Total increase over life of contract 9.79%
 Compounded over life of contract 10.11%

The average increase over the three years of the contract is 3.26% per year.

Insurance

All bargaining unit members will remain on the High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) for the duration of the contract. Premium cost share will now be based on the Anthem allocation rate plus not more than 4%.

Employee cost shares to premiums are 19% in the current contract. Effective at the following dates, premium cost shares will be:

- July 1, 2022 19.0%
- July 1, 2023 19.5%
- July 1, 2024 20.0%

The estimated additional revenue from the increased cost shares is \$445,869.

Other Changes

- Increases tuition reimbursement to \$675 per credit from \$300; max number of credits per year remains six.



Where the future is present.

- Increases Summer School and Extra Duty/Extra Pay rate to \$40 per hour from \$36 and \$33 per hour, respectively.
- Corrects references to the Office of Talent Management and corrects various titles throughout.
- Removes language regarding a program that no longer exists (TAP).
- Increases the maximum number of accumulated sick leave to 187 days from 175 days.
- Increases the stipend for elementary Head Teacher to \$1,500 per year from \$500 per year.
- Allows members of non-certified Hartford bargaining units, such as Paraprofessionals, to carry 50% of their seniority, to a maximum of five years, for placement on the salary scale if they become certified teachers.
- Allows for members of the National Guard or Reserves to receive compensation for the difference between their military pay and their full teacher pay, for up to 10 days per year, if they are activated to duty during the normal school year.

Total Cost Summary: Agreement Between HBOE and HFT

General Topic	Change	Fiscal Impact			
		FY 22-23	FY 23-24	FY 24-25	Total
Wages ¹	General Wage Increases %	0.35%	0.00%	0.00%	
	Cost of General Wage Increase in \$ (compounded)	\$ 1,197,904	\$ 1,093,105	\$ 1,253,161	\$ 3,544,170
	Cost of Step Changes in \$	\$ 2,858,977	\$ 2,985,960	\$ 2,736,642	\$ 8,581,579
	Change in Summer School and Extra Duty pay rates to \$40/hr.	\$ 134,733	\$ 134,733	\$ 134,733	\$ 404,199
	Change in Head Teacher stipends to \$1,500/year	\$ 16,000	\$ 16,000	\$ 16,000	\$ 48,000
Tuition Reimbursement	Increase in the per credit reimbursement to \$675 per credit	\$ 162,362	\$ 162,362	\$ 162,362	\$ 487,086
Healthcare	Additional contribution to premium cost share	\$ -	\$ (148,623)	\$ (297,246)	\$ (445,869)
Health Premium Cost Share	HPPH Employee Cost Share	19.0%	19.5%	20.0%	
Net Annual Impact		\$ 4,369,976	\$ 4,243,537	\$ 4,005,652	\$ 12,619,165
Other Measures to Offset Costs of Contract					
		\$ -	\$ -	\$ -	
Net Annual Impact Each Year		\$ 4,369,976	\$ 4,243,537	\$ 4,005,652	\$ 12,619,165

Notes:

1. Employees at top step receive a general wage increase of 1.75% in each year of the contract.

Hartford Board of Education Teachers

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD. Rows 1-15 for 2021-2022 Salary Schedule.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD. Rows 1-15 for 2022-2023 Salary Schedule.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD. Rows 1-15 for 2023-2024 Salary Schedule.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD. Rows 1-15 for 2024-2025 Salary Schedule.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2021-2022 FTE's.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2022-2023 FTE's.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2023-2024 FTE's.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2024-2025 FTE's.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2021-2022 Total Cost.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2022-2023 Total Cost.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2023-2024 Total Cost.

Table with columns: Step, BA, BA+15, MA, MA+15, MA+30, MA+45, MA+60, MA+75, PhD, Totals. Rows 1-15 for 2024-2025 Total Cost.

Step 5 BA: \$893 Step 6 MA: \$994 Step 10 MA+30: \$807 Total: 119,900,050

NOT FINAL FTE PLACEMENT

Step YN: Y
GWI: 0.00%
GWI at Mac: 1.75%
Total: 123,056,931
Increase: 4,056,881
% Increase: 3.38%

Step YN: Y
GWI: 0.00%
GWI at Mac: 1.75%
Total: 128,035,996
Increase: 4,079,065
% Increase: 3.29%

Step YN: Y
GWI: 0.00%
GWI at Mac: 1.75%
Total: 132,025,799
Increase: 3,989,803
% Increase: 3.12%

Summary table with 3 columns: Year, Total, % Increase. Rows for 3 Year Total and 3 Year Compound.

**BACHELOR'S DEGREE
2021-2022
Minimum**

Avon	\$55,847
Marlborough	\$54,052
Wethersfield	\$52,147
Bloomfield	\$51,915
Rocky Hill	\$51,274
East Hartford	\$51,165
Manchester	\$50,699
Glastonbury	\$50,447
South Windsor	\$50,441
East Windsor	\$49,470
Farmington	\$49,020
Berlin	\$48,862
Granby	\$48,677
Windsor	\$48,485
Southington	\$48,462
Bristol	\$48,410
Simsbury	\$48,288
East Granby	\$48,118
Region 8	\$47,749
Newington	\$47,635
Canton	\$47,591
Hartford	\$47,298
Suffield	\$47,048
CREC	\$46,904
Windsor Locks	\$46,471
Region 10	\$46,240
Plainville	\$45,517
New Britain	\$45,466
West Hartford	\$44,873
Hartland	\$44,069
Enfield	\$44,068
Burlington	Region 10

**BACHELOR'S DEGREE
2021-2022
Maximum**

Marlborough	\$89,875
Bristol	\$87,839
Glastonbury	\$87,483
South Windsor	\$85,867
Enfield	\$85,454
Bloomfield	\$85,402
New Britain	\$83,676
Newington	\$83,616
Southington	\$83,151
Rocky Hill	\$80,679
Granby	\$80,193
East Granby	\$79,358
Wethersfield	\$78,297
East Hartford	\$78,214
Hartford	\$77,919
Manchester	\$77,075
Plainville	\$77,020
West Hartford	\$76,535
Farmington	\$76,411
CREC	\$76,115
Berlin	\$75,826
Windsor Locks	\$75,790
East Windsor	\$73,760
Avon	\$72,382
Canton	\$72,064
Region 8	\$69,359
Simsbury	\$69,242
Suffield	\$65,430
Hartland	\$65,176
Windsor	\$62,698
Region 10	\$57,534
Burlington	Region 10

**MASTER'S DEGREE
2021-2022
Minimum**

Avon	\$61,558
Marlborough	\$59,457
East Hartford	\$59,279
South Windsor	\$56,544
Rocky Hill	\$55,712
Wethersfield	\$55,535
East Windsor	\$54,337
Bloomfield	\$54,220
Bristol	\$53,916
Manchester	\$53,868
Berlin	\$53,841
Glastonbury	\$53,505
Farmington	\$52,919
Canton	\$52,734
Southington	\$52,262
East Granby	\$51,652
Hartford	\$51,580
Newington	\$51,480
Windsor Locks	\$51,380
West Hartford	\$51,344
Windsor	\$51,248
Simsbury	\$51,169
Granby	\$51,143
Region 10	\$50,738
Hartland	\$50,395
Region 8	\$50,281
New Britain	\$50,003
CREC	\$49,804
Suffield	\$49,626
Plainville	\$48,576
Enfield	\$46,826
Burlington	Region 10

**MASTER'S DEGREE
2021-2022
Maximum**

Avon	\$101,958
Glastonbury	\$99,419
Bristol	\$97,450
Farmington	\$97,248
West Hartford	\$95,868
Wethersfield	\$95,816
Marlborough	\$95,357
East Windsor	\$95,241
Newington	\$95,051
South Windsor	\$94,819
Bloomfield	\$94,755
Canton	\$94,239
Simsbury	\$93,904
New Britain	\$93,546
Berlin	\$92,630
CREC	\$92,375
Windsor	\$92,207
East Hartford	\$92,184
Southington	\$92,181
Plainville	\$91,911
Rocky Hill	\$91,911
East Granby	\$91,751
Enfield	\$90,867
Windsor Locks	\$90,790
Manchester	\$89,650
Suffield	\$89,646
Region 10	\$89,439
Hartland	\$89,312
Granby	\$88,089
Hartford	\$87,648
Region 8	\$85,185
Burlington	Region 10

**SIXTH YEAR DEGREE
2021-2022
Minimum**

Avon	\$67,859
Marlborough	\$65,805
Rocky Hill	\$65,571
South Windsor	\$62,476
East Hartford	\$61,983
East Granby	\$59,350
East Windsor	\$59,202
Wethersfield	\$58,918
Manchester	\$58,395
Bristol	\$57,693
Bloomfield	\$57,487
Farmington	\$57,057
Berlin	\$56,829
Glastonbury	\$56,672
Southington	\$56,275
West Hartford	\$56,258
Hartford	\$56,002
Windsor Locks	\$56,001
CREC	\$55,961
Hartland	\$55,728
Newington	\$55,631
Granby	\$55,096
Canton	\$54,967
Simsbury	\$54,047
Windsor	\$53,616
Suffield	\$53,560
New Britain	\$53,360
Region 10	\$53,268
Region 8	\$52,813
Plainville	\$51,853
Enfield	\$50,482
Burlington	Region 10

**SIXTH YEAR DEGREE
2021-2022
Maximum**

Avon	\$112,402
Glastonbury	\$106,466
Farmington	\$104,599
Bristol	\$104,477
Marlborough	\$103,936
Wethersfield	\$103,324
West Hartford	\$103,043
Newington	\$102,825
Rocky Hill	\$102,126
Simsbury	\$101,256
South Windsor	\$101,153
East Windsor	\$100,919
Canton	\$100,853
Bloomfield	\$100,832
New Britain	\$100,357
CREC	\$100,101
Windsor Locks	\$100,042
East Hartford	\$99,446
Berlin	\$99,196
East Granby	\$99,130
Southington	\$98,023
Plainville	\$97,934
Windsor	\$97,551
Enfield	\$97,391
Hartland	\$97,152
Manchester	\$95,925
Region 10	\$94,477
Suffield	\$94,385
Granby	\$93,833
Hartford	\$93,484
Region 8	\$92,951
Burlington	Region 10

BACHELOR'S DEGREE
2021-2022
Minimum

Waterbury	\$49,672
Hartford	\$47,298
Bridgeport	\$45,591
New Britain	\$45,466
New Haven	\$45,357
New London	\$44,102
Windham	\$43,274

**BACHELOR'S DEGREE
2021-2022
Maximum**

New Haven	\$89,580
New Britain	\$83,676
Waterbury	\$82,067
Hartford	\$77,919
Bridgeport	\$75,937
Windham	\$74,394
New London	\$72,680

**MASTER'S DEGREE
2021-2022
Minimum**

Hartford	\$51,580
Waterbury	\$51,303
New Britain	\$50,003
New London	\$49,313
New Haven	\$47,551
Bridgeport	\$46,880
Windham	\$45,812

**MASTER'S DEGREE
2021-2022
Maximum**

New Britain	\$93,546
New Haven	\$91,856
Bridgeport	\$88,564
Hartford	\$87,648
New London	\$85,446
Waterbury	\$84,761
Windham	\$84,178

**SIXTH YEAR DEGREE
2021-2022
Minimum**

Hartford	\$56,002
Waterbury	\$54,617
New London	\$53,594
New Britain	\$53,360
New Haven	\$50,151
Windham	\$48,609
Bridgeport	\$47,310

**SIXTH YEAR DEGREE
2021-2022
Maximum**

New Britain	\$100,357
Bridgeport	\$97,549
New Haven	\$94,569
Hartford	\$93,484
Waterbury	\$90,238
Windham	\$89,407
New London	\$88,367

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State

As of 1/18/2022

Reported Method/District	% INCLUDING INCREMENT				% GWI to SCHEDULE			
	2022-23	2023-24	2024-25	2025-26 TOTAL	2022-23	2023-24	2024-25	2025-26
6/29/21 Neg East Hartford (MA Max: 18/31 H)	2.50%	3.24%	3.03%	8.77%	2.50%			
Yr 2: 0.75% below max, 2.0% at max plus step; Yr 3: 0.75% below max & 1.5% at max plus step; Drop step 1 on 7/1/24 & split bubble at top on 6/30/25; HDHP plan will include pharmacy edits & preferred generics, spec drug management, incentive preventative Rx Rider; Eff 7/1/23: AIM Radiology Management for high cost diagnostics & rehab svcs; PCS stays at 11% in yr 1, incr to 11.5% in yr 2 & 12% in yr 3.								
6/29/21 Neg Willington (MA Max: 10/15 T)	2.75%	2.75%	2.75%	8.25%	2.75%			2.75%
Yr 1: 0.62% at max; Yr 2: no step; Yr 3: 0.77% at max.								
9/13/21 Neg North Haven (MA Max: 20/28 NH)	3.01%	3.05%	3.13%	9.19%				
Yr 1: 1.25% at max, Yr 2: 1.31% at max, Yr 3: 1.5% at max; PCS for HDHP plan incr from 16% to 16.5% in yr 2 & 17.5% in yr 3.								
8/24/21 Neg ISAAC (MA Max: 19/24 NL)	2.80%	2.74%	2.74%	8.28%	0.00%	2.74%	2.74%	
Yr 1: Step only; Yrs 2 & 3 No step; PCS for HDHP incr from 23.5% to 24%.								
9/10/21 Med Thomaston (MA Max: 24/25 L)	3.38%	3.43%	2.56%	9.37%				
Total does not include 4th year; Yr 1: add penultimate step & 1.25% at max; Yr 2: 1% at max; Yr 3: 1/2 step & 2.2% at max; Yr 4: rest of step & 1.71% at max.								
9/13/21 Neg Ledyard (MA Max: 2/24 NL)	3.07%	3.02%	3.07%	9.16%	1.40%			1.60%
Total does not include 4th year; Yr 2: 1.8% at max, 0.75% below; Yr 4: 1.80% at max, 1.65% below;								
9/16/21 Med Clinton (MA Max: 12/15 M)	2.78%	2.99%	3.18%	8.95%				
Yr 1: drop minimum step, split bubble at top, 2% at max; Yr 2: 2% at max; Yr 3: 2% at max; PCS for SPP incr from 20.5% to 21% in yr 1, 21.5% in yr 2, 22% in yr 3; Committee to review co-curricular & athletic stipends.								
9/24/21 Med New Canaan (MA Max: 3/26 F)	3.46%	3.44%	3.20%	10.10%				
Yr 1: drop bottom step; In each yr: No GWI to schedule, below max move up a step & after 1 year at max teachers move off schedule & receive 2% of the max step salary for their degree track; PCS for HDHP Plan incr from 21% to 21.5% in yr 1, 22% in yr 2 & 22.5% in yr 3.								
9/20/21 Med Avon (MA Max: 1/31 H)	2.99%	2.98%	3.23%	9.20%				
Yrs 1 & 2: \$2,000 at max, step & lanes smoothed back, Yr 3: 2.2% at max, step & lanes smoothed back; No increase to PCS, BOE contribution to HSA decreases from 50% to 40%								
9/21/21 Neg East Hampton (MA Max 1/15 M)	3.15%	2.92%	2.91%	8.98%	2.00%	1.85%	1.99%	
PCS for SPP incr from 19% to 20% in yr 1, 20.5% in yr 2 & 21% in yr 3; PCS for dental incr from 15% to 16% in yr 1, 16.5% in yr 2 & 17% in yr 3.								
9/24/21 Med Hamden (MA Max: 13/28 NH)	3.15%	2.94%	2.91%	9.00%				
Yr 1: add step betw penultimate & ultimate step with 60/40% split, step, drop lowest step & 2.0% at max; Yr 2: step, drop lowest step & 1.5% at max; Yr 3: step, 1.3% at max; PCS for HDHP incr from 16% to 16.5% in yr 1, 17% in yr 2 & 17.5% in yr 3.								

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State

As of 1/18/2022

Reported Method/District	% INCLUDING INCREMENT				% GWI to SCHEDULE			
	2022-23	2023-24	2024-25	2025-26 TOTAL	2022-23	2023-24	2024-25	2025-26
9/24/21 Neg New Milford (MA Max: 3/25 L)	2.78%	3.35%	3.34%	3.17%	9.47%			
Yr 4 not included in total, fully implemented delayed half step yr 1, teachers 5 yrs behind on sched relative to YOE get additional step in yr 1, smooth sched to reduce penultimate gap; PCS for SPP incr by .5% in yrs 2-4: 24%,24.5%,24.5%, 25%.								
Middlesex County	3.10%	2.35%	4.00%	9.45%				
Yr 1: step & 1.5% at max; Yr 2: 2% below max, 1.5% at max; Yr 3: 1% below max, 1.5% at max; drop step 1 & re-number; Revised language regarding placement for new hires on schedule; PCS for HDHP plan incr from 18.5% to 19% in yr 1, 19.5% in yr 2 & 20.5% in yr 3, BOE funding of HSA reduced from 50% to 47% in yr 2 & 45% in yr 3.								
New London County	3.52%	3.07%	3.20%	9.79%				
Yr 1: 1.0% below max, 1.75% a max; Yr 2: 1.754% at max; Yr 3: 0.15% below max, 2.0% at max.								
9/14/21 Neg New Britain (MA Max: 14/31 H)	3.30%	3.01%	4.89%	11.20%	1.00%	1.00%	1.00%	1.00%
Yrs 1 & 2: drop lowest step after movement; Yr 3: add a new max step that is 3% over the prior year max step, included in year 3 cost above; Yr 1: PCS incr from 20.5% to 21.5%, Yr 2: HDHP deductibles incr from \$2000/4000 to \$2500/5000; Yr 3: PCS incr to 22.5%.								
Fairfield County	3.06%	3.12%	3.12%	9.30%				
Yr 1: 0.50% below max, 2.00% at max; Yrs 2 & 3: 0.70% below max, 2.00% at max; PCS for SPP increases by 0.50% in Yr 1 to 22.5% Yr 2: 23%; Yr 3: 23.5%.								
9/27/21 Neg Middletown (MA Max: 10/15 M)	3.26%	2.85%	2.94%	9.05%				
Step each year and Yr 1: 1.0% at max, Yr 2: 1.3% at max, Yr 3: 1.2% at max; PCS for HDHP incr from 20% to 20.5% in yr 2, 21.5% in yr 3.								
9/27/21 Neg Madison (MA Max: 11/28 NH)	3.53%	3.13%	3.10%	9.76%				
Yr 1: incl. schedule restructuring & incr in longevity for eligible teachers for svc in district only; Yr 2 & 3: flat dollar increases vary by degree lane & step; PCS for HDHP plan incr from 23% to 23.5% in yr 1 & 24% in yr 3, RX copays incr from \$0/25/40 to \$10/25/40 & mandatory generic drugs.								
9/27/21 Neg North Canaan (MA Max: 22/25 L)	5.43%	3.00%	3.00%	11.43%				
Yr 1: cost includes extra step for teachers impacted by freezes, 1.75% at max; Yr 2: half step, 1.75% to max, 1.21% below; Yr 3: other half, 1.75% to max & 1.05% below.								
9/28/21 Neg Norwich (MA Max: 8/24 NL)	2.96%							
1 year extension, step & 1.2% at max; 1.5% incr to specified hourly rates; no changes to insurance.								
New Haven County	3.41%	3.52%	4.07%	11.00%				
Step & 2.25% at max each year; PCS for HDHP plan incr from 18.5% to 19% in yr 2 & 20% in yr 3.								
10/1/21 Med Ellington (MA Max: 6/15 T)	3.10%	3.13%	3.08%	9.31%				
Yr 1: no step, \$3160 below max, \$1500 at max; Yr 2: new penultimate step, \$550 below max, \$1050 at max; Yr 3: \$425 below & \$1300 at max.								

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON
Sorted by Date Reported to State
As of 1/18/2022

Reported Method/District	% INCLUDING INCREMENT				% GWI to SCHEDULE			
	2022-23	2023-24	2024-25	2025-26 TOTAL	2022-23	2023-24	2024-25	2025-26
New London County	4.19%	2.44%	2.49%	9.12%	3.00%	1.50%	1.50%	
10/4/21 Med Woodstock Acad (MA Max: 3/19 W)	4.00%	3.00%	2.75%	9.75%	2.38%	1.87%	1.11%	
10/5/21 Neg New London (MA Max: 16/24 NL)	3.76%	3.62%	3.23%	10.61%				
Yr 1: 0.5% below max, 2.25% at max; Yr 2: 0.5% below max, 2.0% at max; Yr 3: 1% at max; Teacher work day incr by 16 min at elementary level, by 10 minutes at the secondary level resulting in 26 minutes of wraparound time at all levels; PCS for SPP incr from 21% to 22% in yr 1, 22.5% in yr 2.								
Windham County	3.25%	3.10%	3.15%	9.50%				
Drop lowest step in yrs 1 & 2; Yr 1: insert new penultimate step, 2.13% at max; Yr 2: 1.30% at max; Yr 3: 2.07% at max.								
10/6/21 Neg Bristol (MA Max: 3/31 H)	3.27%	3.26%	3.02%	9.54%				
Carryover cost from 21-22 mid-yr step not included; Yr 1: 1.5% at max, add 1 step & smooth back 2, drop step 1; Yr 2: step & 1.5% at max; Yr 3: step & 1.41% at max.								
10/8/21 Neg Westport (MA Max: 4/26 F)	3.41%	3.25%	3.20%	9.86%				
Yr 1: 1.75% at max, Yr 2: 1.75% at max, Yr 3: 1.60% at max;								
10/11/21 Neg Plymouth (MA Max: 23/25 L)	2.54%	2.54%	3.42%	8.50%				
Yr 1: 0.5% below max, 2% at max; Yr 2: 0.5% below max, 2% at max; Yr 3: 1.513% at max; PCS for SPP incr 22% to 22.5% in yr 2 & 23% in yr 3.								
10/12/21 Med Orange (MA Max: 16/28 NH)	3.18%	3.27%	3.06%	9.51%				
10/13/21 Neg Region 8 (MA Max: 13/15 T)	3.46%	3.34%	3.87%	10.67%				
Each year step & 1.5% at max; no changes to insurance, no increases to stipends.								
10/15/21 Med Berlin (MA Max: 15/31 H)	3.17%	3.16%	3.17%	9.50%				
Yr 1: step, 1.75% at max, Yr 2: split bubble with new penultimate step, 1.38% below max, 2.31% to penultimate step, 1.78% at max, Yr 3: step, 0.88% below max, 1.78% at max; PCS for HDHP plan incr from 21% to 21.5% in yr 2, 22% in yr 3, Deduct incr from \$2250/4500 to \$2500/5000 in yr 3.								
10/15/21 Med Groton (MA Max: 4/24 NL)	3.10%	3.12%	2.99%	9.21%				
4th year not included in total; PCS 20.5% yr 1, 21.25% yr 2, 22% yr3 & 22.5% yr 4, added prior auth for high cost diagnostics & PT/OT; 2 wks paid leave following adoption or birth of child charged to sick time.								
10/15/21 Med Southington (MA Max: 19/31 H)	4.56%	3.36%	3.13%	11.05%				
Yr 1: Schedule restructured, step & 1.5% at max; Yr 2: step & 1.5% at max; Yr 3: step & 1.5% at max; stipends incr 2% each year; BOE funding of HSA goes from 50% to \$1125/2250, PCS for HDHP plan incr from 20% to 21%; PCS if wellness not met incr 24% to 25% in yr 3.								

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON

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As of 1/18/2022

Reported Method/District	% INCLUDING INCREMENT				% GWI to SCHEDULE			
	2022-23	2023-24	2024-25	2025-26 TOTAL	2022-23	2023-24	2024-25	2025-26
10/15/21 Med Stafford (MA Max: 14/15 T)	2.62%	3.44%	2.99%	9.05%				
Yr 1: No step + \$1,500 at max, \$2,250 below max; Yr 2: step + \$1,250 at max, \$750 below max; Yr 3: step + 1.84% at max only HDHP PCS increases in Yr 2 by 1% to 18% and by 0.25% in Yr 3 to 18.25%. HSA funding stays at 50% split into 2 payments after 1st yr enrollment								
10/15/21 Neg Marlborough (MA Max: 7/31 H)	2.61%	2.88%	2.83%	8.32%	2.00%	2.35%	2.35%	
Work yr reduced from 187 to 186 days; PCS for HDHP incr from 12.5% to 13.5% in yr 1 & 14% in yr 3.								
10/18/21 Med Stratford (MA Max: 16/26 F)	3.20%	3.20%	3.20%	9.60%				
Yr 1: 1.38% at max; Yr 2: 1.83% at max; Yr 3: 2.14% at max; HDHP deductibles incr. from \$2250/\$4500 to \$2500/\$5000, max OOP incr. from \$3,350/\$6700 to \$3,600/\$7,200, PCS stays at 20% all three years, Board funding decr. from 40% to 25%.								
10/21/21 Neg Derby (MA Max: 3/28 NH)	2.86%	3.23%	3.10%	9.19%				
Total does not include 4th yr.								
10/21/21 Med New Fairfield (MA Max: 19/26 F)	3.39%	3.48%	3.31%	10.18%				
Yr 1: add a step betw steps 12 & 13, step, drop step 1, 2.5% at max; Yr 2: step & 2.5% at max; Yr 3: add step between 13 & 14, step, 2.5% at max; increased work year by 20 min; HDHP plan deduct incr from \$2250/4500 to \$2500/5000, PCS incr from 20% to 20.5% in yr 2 & 21% in yr 3; Add annual wellness plan to begin on 7/1/22 to be eligible for 2% reduction in PCS in following year.								
10/22/21 Med Region 14 (MA Max: 7/25 L)	3.10%	3.20%	3.37%	9.67%				
11/1/21 SA Seymour (MA Max: 17/28 NH)	3.21%	2.97%	3.01%	9.19%				
Step each year. Yr 1: 2.2% at max, 0.7% below max; Yr 2: 2.0% at max, 0.5% below max; Yr 3: 2.0% at max, 0.3% below max HDHP PCS increases in Yr 2 by 0.5% to 13% for 23-24, and 1% Yr 3 to 14% for 24-25; Deductible increases to \$2250/4500 22-23								
Hartford County								
4.10% 3.64% 3.76% 11.50%								
Step & 2% at max each yr & splitting bubble at penultimate step in year 2; PCS for SPP incr from 20% to 20.25% in yr 2 & 20.75% in yr 3; if graduation is during the academic school yr, HS teachers are required to attend w/out compensation unless required to work; maximum total cap on tuition reimbursement added; stipends will incr by 2% each yr.								
Fairfield County								
3.28% 3.28% 3.23% 9.79%								
Yrs 1 & 2: 0.5% below max, 1.5% at max; Yr 3: .6% below max, 1.5% a max; on last day of contract, split bubble by adding new penultimate step; PCS for HDHP incr from 22% to 22.5% in yr 1, 23% in yr 2 & 23.5% in yr 3.								
10/27/21 Med Gilbert School (MA Max: 21/25 L)	3.23%	3.23%	3.21%	9.67%				
10/28/21 Neg Region 1 (MA Max: 9/25 L)	5.01%	3.62%	3.34%	11.97%	2.40%	2.00%	2.00%	

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON
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Reported Method/District	% INCLUDING INCREMENT			% GWI to SCHEDULE					
	2022-23	2023-24	2024-25	2025-26	TOTAL	2022-23	2023-24	2024-25	2025-26
Hartford County	3.69%	3.62%	3.55%		10.87%				
Step each year. Yr 1: split bubble with new penultimate step & drop step 1, 1.5% at max, \$600 to steps below max; Yrs 2 & 3: 1.5% at max, \$100 to steps below max. HDHP PCS incr of 0.50% to 20.5% Yr 1, 21% Yr 2, 21.5% Yr 3									
10/29/21 Med South Windsor (MA Max: 10/31 H)	3.36%	3.20%	3.23%		9.80%				
Step each year. Yr 1: 2% at max, 0.75% below max; Yrs 2 & 3: 2% at max, 0.50% below max. HDHP PCS incr 1% to 22% for duration of contract.									
Fairfield County	3.42%	3.23%	3.18%		9.83%				
Does not include carryover from mid-yr step in 21-22; \$500 below max & 1.5% at max each year; PCS for SPP incr from 18% to 19% yr 1, & 20% in yr 3.									
Fairfield County	3.64%	2.90%	2.86%		9.40%	2.00%	2.00%	2.00%	2.00%
PCS for SPP incr from 20% to 20.5% in yr 1, 21% in yr 2 & 21.5% in yr 3;									
11/5/21 Med Region 11 (MA Max: 12/19 W)	2.00%	3.81%	3.83%		9.64%	2.00%			
Yr 2: insert penultimate step, 1.39% at max; Yr 3: 1.39% at max.									
Windham County	8.48%	3.82%	3.55%		15.85%	1.20%	1.19%		
Salary schedule totally restructured in year 1 to provide equity between steps and make salaries more competitive; no changes in insurance.									
11/10/21 Neg Wolcott (MA Max 10/28 NH)	3.19%	3.67%	3.26%	3.81%	10.12%				
Total does not include year 4.									
Hartford County	3.26%	3.40%	3.14%		9.80%				
Yr 1: drop lowest step & add step to break bubble at top of schedule, 2.25% at max; Yr 2: 2.25% at max; Yr 3: 2.02% at max; no insurance changes.									
Fairfield County	3.72%	3.67%	3.99%		11.38%				
All steps increased by \$500 yrs 1 & 2, \$700 in yr 3 + max steps increased by 1% each yr.									
11/17/21 Neg Scotland (MA Max: 11/19 W)	2.25%	3.20%	4.20%		9.65%	2.25%			
11/19/21 Neg Preston (MA Max: 12/24 NL)	3.04%	3.24%	3.11%		9.39%	2%	2.10%	2.20%	
11/22/21 Arb Windsor Locks (MA Max: 24-31 H)	2.00%	3.47%	3.49%		8.96%	2.00%	1.75%	1.75%	
PCS for HDHP plan incr from 19% to 19.5% in yr 2 & 20.5% in yr 3.									
Hartford County	3.91%	3.93%	3.78%		11.62%				
New London County	3.40%	3.26%	3.52%		10.18%	2.27%	3.26%	2.44%	
Litchfield County	3.25%	4.00%	3.25%		10.50%				
Windham County	2.88%	3.04%	3.68%		9.60%				
Yr 1: 1.77% at max, Yr 2: 2.0% at max, Yr 3: 2% at max; stipends inc by % at max each year; PCS for HDHP plan incr from 20.5% to 21% in yr 1, 21.5% in yr 2 & 22% in yr 3.									

TEACHER SETTLEMENTS FOR THE 2021-22 SEASON

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Reported Method/District	% INCLUDING INCREMENT			% GWI to SCHEDULE		
	2022-23	2023-24	2024-25	2022-23	2023-24	2024-25
Hartford County	3.38%	3.29%	3.12%	9.79%		
Yr 1: 0.35% below max, 1.75% at max; Yr 2: 1.75% at max; Yr 3: 1.75% at max; PCS for HDHP incr from 19% to 19.5% in yr 2 & 20% in yr 3.						
New Haven County	3.40%	3.18%	3.12%	9.70%		
Yr 1: 0.24% below max, 2.1% at max; Yr 2: 0.16% below max, 2% at max, Yr 3: 0.13% below max, 1.9% at max; BA +15 column eliminated cost impact not included above.						
Middlesex County	3.36%	3.54%	2.90%	9.80%		
Yr 1: step & 2% at max, Yr 2: step & 1.72% at max, Yr 3: step & 1.75% at max; removed YOS column from schedule & added placement of current teachers as a factor for Supt to consider when placing new teachers on the schedule; PCS for HDHP plan incr from 20% to 20.5% in yr 1, 21% in yr 2 and 21.5% in yr 3.						
12/30/21 Arb Wethersfield (MA Max: 6/31 H)	2.91%	2.85%	3.10%	8.86%	1.25%	1.25%
Parties agreed to step in each yr prior to arb; BOE awarded GWI in yrs 1 & 2, Federation yr 3; Deductible for HDHP incr from \$2000/4000 to \$2250/4500 in yr 1 (BOE LBO), PCS incr from 23% to 23.5% in yr 2 & 24% in yr 3; Elem prep time not increased; no additional pay for coverage of classes if no sub available; All classroom teachers will have to place on file at least 2 emergency lesson plans that may be taught by a substitute.						
TEACHER AVERAGE:	3.35%	3.22%	3.25%	3.16%	1.90%	1.97%
COUNT:	65	64	64	6	16	14
					14	0
	Three Year Total:	9.82%			Three Year Total:	5.71%

Note: MA Max refers to the 2021-22 salary rank within the county. F=Fairfield, H=Hartford, L=Litchfield, M=Middlesex, NH=New Haven, NL=New London, T=Tolland, W=Windham; "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.

2020-21 SEASON SETTLEMENT SUMMARY, PROVIDED AS A REFERENCE:

	2021-22	2022-23	2023-24
TEACHER AVERAGE:	2.73%	2.89%	2.91%
COUNT:	49	39	35
	Three Year Total:	8.54%	

	2021-22	2022-23	2023-24
TEACHER AVERAGE:	1.57%	1.64%	1.82%
COUNT:	16	13	10
	Three Year Total:	5.04%	

Summary of Hartford BOE Proposed Collective Bargaining Agreement with HPSA 2022-2025

This unit consists of approximately 125 members serving in school or District leadership roles; the majority of the bargaining unit consists of principals or assistant principals. The current contract is set to expire on June 30, 2022. The parties reached a tentative agreement on December 16, 2021. The Union ratified the tentative agreement on January 3, 2022. The Hartford Board of Education ratified the contract on January 18, 2022. The new contract will be effective from July 1, 2022 – June 30, 2025.

The prior contract was from July 1, 2019 through June 30, 2022. Notably, this bargaining unit took two years of hard zeroes for wage changes in the expiring contract.

Salary

2022-2023 1.50% GWI, all members not at maximum receive range adjustment
 2023-2024 1.50% GWI, all members not at maximum receive range adjustment
 2024-2025 1.50% GWI, all members not at maximum receive range adjustment

Notably, this contract does not utilize a traditional step structure. Rather, any member not at max for their group placement is eligible to receive a range adjustment. The range adjustment is 27.7% of the difference between the minimum and maximum salary within that salary group. In effect, it takes approximately four years for a bargaining unit member to move from the minimum to the maximum salary, provided there is range movement in each of those years.

Change	Fiscal Impact			
	FY 22-23	FY 23-24	FY 24-25	Total
General Wage Increases %	1.50%	1.50%	1.50%	
Cost of General Wage Increase in \$ (compounded)	\$ 248,499	\$ 254,924	\$ 261,231	\$ 764,654
Cost of Step (Range) Changes in \$	\$ 179,851	\$ 165,523	\$ 156,434	\$ 501,808
	\$ 428,350	\$ 420,447	\$ 417,665	\$ 1,266,462

Total increase over life of contract 7.46%
 Compounded over life of contract 7.65%

The average increase over the three years of the contract is 2.49% per year.

Insurance

All bargaining unit members will remain on the High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) for the duration of the contract. Premium cost share will now be based on the Anthem allocation rate plus not more than 4%.

Employee cost shares to premiums are 19% in the current contract. Effective at the following dates, premium cost shares will be:

- July 1, 2022 19.5%
- July 1, 2023 20.0%

- July 1, 2024 20.5%

The estimated additional revenue from the increased cost shares is \$53,322.

Other Changes

- Disciplinary process is more clearly defined and aligns with other contracts and the HPS Employee Handbook.
- Corrects references to the Office of Talent Management and corrects various titles throughout.
- Salary protection for a displaced administrator is reduced to one year; under the expiring agreement it is two years.
- Strikes some language regarding a voluntary separation of service and regarding a classification that's no longer used (Resident Principal).
- Increases the 403-b contribution for non-principals to \$1,000 from \$500; vesting now in five years instead of seven.
- Bargaining unit members with a Doctorate degree no longer need to submit proof of the degree each year in order to be eligible for a \$2,500 annual stipend added into their annual salary.

Total Cost Summary: Agreement Between HBOE and HPSA

General Topic	Change	Fiscal Impact			
		FY 22-23	FY 23-24	FY 24-25	Total
Wages	General Wage Increases %	1.50%	1.50%	1.50%	
	Cost of General Wage Increase in \$ (compounded)	\$ 248,499	\$ 254,924	\$ 261,231	\$ 764,654
	Cost of Step (Range) Changes in \$	\$ 179,851	\$ 165,523	\$ 156,434	\$ 501,808
	Increased 403-b contribution for non-Principals	\$ 42,500	\$ 42,500	\$ 42,500	\$ 127,500
Healthcare	Additional contribution to premium cost share	\$ (8,887)	\$ (17,774)	\$ (26,661)	\$ (53,322)
Health Premium Cost Share	HPPH Employee Cost Share	19.5%	20.0%	20.5%	
Net Annual Impact		\$ 461,963	\$ 445,173	\$ 433,504	\$ 1,340,640
Other Measures to Offset Costs of Contract					
	Salary protection reduced to one year from two	\$ -	\$ -	\$ -	
Net Annual Impact Each Year		\$ 461,963	\$ 445,173	\$ 433,504	\$ 1,340,640

Notes: _____

Hartford Board of Education Administrators

Job Class Code Long Description	Group	2021-22			2022-23				2023-24				2024-25					
		Place on Range	Annual Pay	Place on Range	Range Increase	Annual	Increase	Max for Range	Place on Range	Range Increase	Annual	Increase	Max for Range	Place on Range	Range Increase	Annual	Increase	Max for Range
ASSISTANT DIRECTOR	11	Min	124,492	Range	2,335	126,827	2,335 1.88%	134,789	Range	2,370	129,197	2,370 1.87%	136,811	Range	2,406	131,603	2,406 1.86%	138,863
ASSISTANT DIRECTOR	11	Range	126,568	Range	2,335	128,903	2,335 1.84%	134,789	Range	2,370	131,273	2,370 1.84%	136,811	Range	2,406	133,679	2,406 1.83%	138,863
ASSISTANT DIRECTOR	11	Range	126,909	Range	2,335	129,244	2,335 1.84%	134,789	Range	2,370	131,614	2,370 1.83%	136,811	Range	2,406	134,020	2,406 1.83%	138,863
ASSISTANT DIRECTOR	11	Range	126,909	Range	2,335	129,244	2,335 1.84%	134,789	Range	2,370	131,614	2,370 1.83%	136,811	Range	2,406	134,020	2,406 1.83%	138,863
ASSISTANT DIRECTOR	11	Range	126,909	Range	2,335	129,244	2,335 1.84%	134,789	Range	2,370	131,614	2,370 1.83%	136,811	Range	2,406	134,020	2,406 1.83%	138,863
DIRECTOR	11	Range	127,997	Range	2,335	130,332	2,335 1.82%	134,789	Range	2,370	132,702	2,370 1.82%	136,811	Range	2,406	135,108	2,406 1.81%	138,863
ASSISTANT DIRECTOR	11	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	2,370	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASSISTANT DIRECTOR	11	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	2,370	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
DIRECTOR	12	Min	135,849	Range	3,386	139,235	3,386 2.49%	150,111	Range	3,437	142,672	3,437 2.47%	152,363	Range	3,489	146,161	3,489 2.45%	154,648
DIRECTOR	12	Range	139,354	Range	3,386	142,740	3,386 2.43%	150,111	Range	3,437	146,177	3,437 2.41%	152,363	Range	3,489	149,666	3,489 2.39%	154,648
DIRECTOR	12	Range	139,354	Range	3,386	142,740	3,386 2.43%	150,111	Range	3,437	146,177	3,437 2.41%	152,363	Range	3,489	149,666	3,489 2.39%	154,648
DIRECTOR	12	Range	142,691	Range	3,386	146,077	3,386 2.37%	150,111	Range	3,437	149,514	3,437 2.35%	152,363	Range	3,489	153,003	3,489 2.33%	154,648
DIRECTOR	12	Range	145,954	Range	3,386	149,340	3,386 2.32%	150,111	Range	3,437	152,363	3,023 2.02%	152,363	Max	0	154,648	2,285 1.50%	154,648
DIRECTOR	12	Range	145,954	Range	3,386	149,340	3,386 2.32%	150,111	Range	3,437	152,363	3,023 2.02%	152,363	Max	0	154,648	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
ASSISTANT DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
DIRECTOR	12	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
EXECUTIVE DIRECTOR	13	Min	141,781	Range	3,387	145,168	3,387 2.39%	156,134	Range	3,437	148,605	3,437 2.37%	158,476	Range	3,489	152,094	3,489 2.35%	160,853
PRINCIPAL	13	Range	150,393	Range	3,387	153,780	3,387 2.25%	156,134	Range	3,437	157,217	3,437 2.24%	158,476	Range	3,489	160,706	3,489 2.22%	160,853
EXECUTIVE DIRECTOR	13	Range	152,893	Range	3,387	156,134	3,241 2.12%	156,134	Max	0	158,476	2,342 1.50%	158,476	Max	0	160,853	2,377 1.50%	160,853
EXECUTIVE DIRECTOR	13	Range	153,135	Range	3,387	156,134	3,000 1.96%	156,134	Max	0	158,476	2,342 1.50%	158,476	Max	0	160,853	2,377 1.50%	160,853
EXECUTIVE DIRECTOR	13	Max	153,827	Max	0	156,134	2,307 1.50%	156,134	Max	0	158,476	2,342 1.50%	158,476	Max	0	160,854	2,377 1.50%	160,853
PRINCIPAL	123	Min	129,917	Range	5,054	134,971	5,054 3.89%	150,111	Range	5,130	140,101	5,130 3.80%	152,363	Range	5,206	145,307	5,206 3.72%	154,648
PRINCIPAL	123	Min	129,917	Range	5,054	134,971	5,054 3.89%	150,111	Range	5,130	140,101	5,130 3.80%	152,363	Range	5,206	145,307	5,206 3.72%	154,648
ACTING/INTERIM PRINCIPAL	123	Min	129,917	Range	5,054	134,971	5,054 3.89%	150,111	Range	5,130	140,101	5,130 3.80%	152,363	Range	5,206	145,307	5,206 3.72%	154,648
PRINCIPAL	123	Min	129,917	Range	5,054	134,971	5,054 3.89%	150,111	Range	5,130	140,101	5,130 3.80%	152,363	Range	5,206	145,307	5,206 3.72%	154,648
PRINCIPAL	123	Range	135,148	Range	5,054	140,202	5,054 3.74%	150,111	Range	5,130	145,332	5,130 3.66%	152,363	Range	5,206	150,538	5,206 3.58%	154,648
PRINCIPAL	123	Range	135,148	Range	5,054	140,202	5,054 3.74%	150,111	Range	5,130	145,332	5,130 3.66%	152,363	Range	5,206	150,538	5,206 3.58%	154,648
PRINCIPAL	123	Range	135,148	Range	5,054	140,202	5,054 3.74%	150,111	Range	5,130	145,332	5,130 3.66%	152,363	Range	5,206	150,538	5,206 3.58%	154,648
PRINCIPAL	123	Range	135,297	Range	5,054	140,351	5,054 3.74%	150,111	Range	5,130	145,481	5,130 3.66%	152,363	Range	5,206	150,687	5,206 3.58%	154,648
PRINCIPAL	123	Range	136,855	Range	5,054	141,909	5,054 3.69%	150,111	Range	5,130	147,039	5,130 3.61%	152,363	Range	5,206	152,245	5,206 3.54%	154,648
PRINCIPAL	123	Range	137,218	Range	5,054	142,272	5,054 3.68%	150,111	Range	5,130	147,402	5,130 3.61%	152,363	Range	5,206	152,608	5,206 3.53%	154,648
PRINCIPAL	123	Range	139,660	Range	5,054	144,714	5,054 3.62%	150,111	Range	5,130	149,844	5,130 3.54%	152,363	Range	5,206	154,648	4,804 3.21%	154,648
PRINCIPAL	123	Range	140,127	Range	5,054	145,181	5,054 3.61%	150,111	Range	5,130	150,311	5,130 3.53%	152,363	Range	5,206	154,648	4,337 2.89%	154,648
PRINCIPAL	123	Range	140,127	Range	5,054	145,181	5,054 3.61%	150,111	Range	5,130	150,311	5,130 3.53%	152,363	Range	5,206	154,648	4,337 2.89%	154,648
PRINCIPAL	123	Range	142,518	Range	5,054	147,572	5,054 3.55%	150,111	Range	5,130	152,363	4,791 3.25%	152,363	Max	0	154,648	2,285 1.50%	154,648
PRINCIPAL	123	Range	144,617	Range	5,054	149,671	5,054 3.49%	150,111	Range	5,130	152,363	2,692 1.80%	152,363	Max	0	154,648	2,285 1.50%	154,648
PRINCIPAL	123	Range	144,999	Range	5,054	150,053	5,054 3.49%	150,111	Range	5,130	152,363	2,310 1.54%	152,363	Max	0	154,648	2,285 1.50%	154,648
PRINCIPAL	123	Range	145,622	Range	5,054	150,111	4,489 3.08%	150,111	Max	0	152,363	2,252 1.50%	152,363	Range	5,206	154,648	2,285 1.50%	154,648
PRINCIPAL	123	Range	146,192	Range	5,054	150,111	3,919 2.68%	150,111	Max	0	152,363	2,252 1.50%	152,363	Range	5,206	154,648	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363	Max	0	154,649	2,285 1.50%	154,648
PRINCIPAL	123	Max	147,893	Max	0	150,111	2,218 1.50%	150,111	Max	0	152,363	2,252 1.50%	152,363					

Hartford Board of Education Administrators

Job Class Code Long Description	2021-22			2022-23					2023-24					2024-25				
	Group	Place on Range	Annual Pay	Place on Range	Range Increase	Annual	Increase	Max for Range	Place on Range	Range Increase	Annual	Increase	Max for Range	Place on Range	Range Increase	Annual	Increase	Max for Range
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
ASST PRINCIPAL	789	Max	132,797	Max	0	134,789	1,992 1.50%	134,789	Range	4,063	136,811	2,022 1.50%	136,811	Max	0	138,863	2,052 1.50%	138,863
Total: 16,566,586			Total: 16,994,936					Total: 17,415,383					Total: 17,833,047					
			Increase: 428,350					Increase: 420,447					Increase: 417,665					
			% Increase: 2.59%					% Increase: 2.47%					% Increase: 2.40%					
			GWI: 1.50%					GWI: 1.50%					GWI: 1.50%					
															3 Year Total:		7.46%	
															3 Year Compounded Total:		7.65%	

ELEMENTARY SCHOOL PRINCIPAL

2021-22

Minimum

Simsbury	\$160,593
Avon	\$156,504
Bloomfield	\$152,660
Farmington	\$151,799
Granby	\$147,740
West Hartford	\$146,684
Bristol	\$145,916
Canton	\$143,907
South Windsor	\$142,898
Southington	\$142,591
CREC	\$142,502
Berlin	\$141,908
East Hartford	\$140,903
Windsor	\$140,556
Windsor Locks	\$139,953
Region 10	\$139,826
East Granby	\$138,954
New Britain	\$138,579
Newington	\$138,303
East Windsor	\$136,996
Suffield	\$136,962
Glastonbury	\$131,684
Hartford	\$129,917
Manchester	\$127,957
Rocky Hill	\$125,094
Plainville	\$124,662
Wethersfield	\$123,642
Enfield	\$115,304
Marlborough	Set by Board
Burlington	Region 10
Hartland	Non-union
Region 8	No Position

ELEMENTARY SCHOOL PRINCIPAL

2021-22

Maximum

Glastonbury	\$170,004
Simsbury	\$165,593
Farmington	\$164,375
Granby	\$164,068
Avon	\$163,253
West Hartford	\$160,980
Bloomfield	\$159,719
CREC	\$157,333
East Granby	\$157,078
Canton	\$156,902
Rocky Hill	\$156,245
South Windsor	\$156,209
Berlin	\$156,096
Bristol	\$154,804
Southington	\$154,150
Region 10	\$153,858
Suffield	\$152,182
Windsor	\$151,555
Marlborough	\$150,521
Wethersfield	\$150,257
Windsor Locks	\$148,885
East Hartford	\$148,107
Hartford	\$147,893
Newington	\$146,790
East Windsor	\$146,282
Plainville	\$145,701
New Britain	\$144,183
Manchester	\$142,941
Enfield	\$139,224
Burlington	Region 10
Hartland	Non-union
Region 8	No Position

**ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum**

Farmington	\$139,792
Bristol	\$138,048
Simsbury	\$137,507
Windsor Locks	\$131,298
Southington	\$130,000
Avon	\$124,871
East Windsor	\$124,664
CREC	\$121,575
Manchester	\$120,180
Hartford	\$118,561
Suffield	\$117,615
New Britain	\$115,444
Windsor	\$110,269
East Hartford	\$109,983
South Windsor	\$104,348
Enfield	\$95,690
Marlborough	Set By Board
Burlington	Region 10
Hartland	Non-union
Berlin	No Position
Bloomfield	No Position
Canton	No Position
East Granby	No Position
Glastonbury	No Position
Granby	No Position
Newington	No Position
Plainville	No Position
Region 10	No Position
Region 8	No Position
Rocky Hill	No Position
West Hartford	No Position
Wethersfield	No Position

**ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

Farmington	\$150,083
Bristol	\$144,211
Simsbury	\$142,507
Southington	\$140,541
Windsor Locks	\$139,681
Marlborough	\$138,733
Manchester	\$135,310
CREC	\$134,228
East Windsor	\$132,985
Hartford	\$132,797
Avon	\$130,806
Suffield	\$130,688
New Britain	\$120,768
Windsor	\$119,231
East Hartford	\$117,177
Enfield	\$112,931
South Windsor	\$110,751
Burlington	Region 10
Hartland	Non-union
Berlin	No Position
Bloomfield	No Position
Canton	No Position
East Granby	No Position
Glastonbury	No Position
Granby	No Position
Newington	No Position
Plainville	No Position
Region 10	No Position
Region 8	No Position
Rocky Hill	No Position
West Hartford	No Position
Wethersfield	No Position

**MIDDLE SCHOOL PRINCIPAL
2021-22
Minimum**

Simsbury	\$167,531
Avon	\$162,013
Region 8	\$161,067
Farmington	\$158,658
Southington	\$153,655
Bloomfield	\$152,660
Bristol	\$152,577
Granby	\$152,242
South Windsor	\$152,099
West Hartford	\$151,836
Berlin	\$147,062
Newington	\$147,024
Windsor	\$146,784
East Hartford	\$146,703
Windsor Locks	\$145,887
Region 10	\$145,629
CREC	\$144,218
Canton	\$143,907
Glastonbury	\$141,889
East Granby	\$141,407
Suffield	\$140,347
New Britain	\$139,822
East Windsor	\$138,777
Manchester	\$132,175
Rocky Hill	\$130,627
Plainville	\$130,243
Hartford	\$129,917
Wethersfield	\$126,986
Enfield	\$124,846
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

MIDDLE SCHOOL PRINCIPAL

2021-22

Maximum

Glastonbury	\$182,033
Simsbury	\$172,531
Farmington	\$170,095
Region 8	\$169,544
Granby	\$169,066
Avon	\$168,759
West Hartford	\$166,556
Southington	\$166,112
South Windsor	\$164,059
Rocky Hill	\$162,333
Bristol	\$162,181
Berlin	\$161,766
Region 10	\$160,243
East Granby	\$159,851
Bloomfield	\$159,719
CREC	\$159,229
Windsor	\$158,429
Canton	\$156,902
Newington	\$156,046
Suffield	\$155,942
Windsor Locks	\$155,200
Wethersfield	\$154,322
East Hartford	\$153,909
Plainville	\$151,384
Enfield	\$149,727
East Windsor	\$149,503
Manchester	\$149,320
Hartford	\$147,893
New Britain	\$145,428
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

**MIDDLE SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum**

Simsbury	\$151,601
Bloomfield	\$149,647
Bristol	\$141,340
Farmington	\$139,792
Southington	\$139,648
West Hartford	\$138,323
Newington	\$132,978
Granby	\$132,757
Windsor	\$132,668
Glastonbury	\$132,038
South Windsor	\$131,903
Windsor Locks	\$131,298
Berlin	\$130,444
Region 10	\$128,863
East Windsor	\$128,314
New Britain	\$127,237
CREC	\$126,557
Avon	\$126,051
Manchester	\$123,251
Suffield	\$121,474
Hartford	\$118,561
Region 8	\$117,369
East Hartford	\$117,271
Wethersfield	\$116,107
Plainville	\$113,733
Rocky Hill	\$111,405
Enfield	\$110,850
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union
Canton	No Position
East Granby	No Position

**MIDDLE SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

Glastonbury	\$170,306
Simsbury	\$156,601
Bloomfield	\$156,560
West Hartford	\$151,804
Southington	\$150,972
Farmington	\$150,083
Bristol	\$149,668
Granby	\$147,430
South Windsor	\$144,189
Berlin	\$143,486
Windsor	\$143,353
Region 10	\$141,800
Rocky Hill	\$141,175
Newington	\$141,138
Wethersfield	\$141,099
CREC	\$139,729
Windsor Locks	\$139,681
Manchester	\$139,051
East Windsor	\$136,175
Suffield	\$134,976
Enfield	\$134,307
Plainville	\$134,249
New Britain	\$132,845
Avon	\$132,801
Hartford	\$132,797
East Hartford	\$124,285
Region 8	\$123,546
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union
Canton	No Position
East Granby	No Position

**HIGH SCHOOL PRINCIPAL
2021-22
Minimum**

Simsbury	\$175,481
Avon	\$170,065
Farmington	\$168,521
Region 8	\$167,297
Southington	\$165,699
Bloomfield	\$164,713
South Windsor	\$161,680
Bristol	\$160,113
West Hartford	\$159,326
Granby	\$158,081
East Hartford	\$154,967
Berlin	\$154,485
Windsor	\$154,172
Canton	\$153,653
Windsor Locks	\$151,887
Newington	\$151,710
East Granby	\$150,398
New Britain	\$150,341
Glastonbury	\$150,308
Region 10	\$149,717
Suffield	\$149,663
East Windsor	\$149,010
CREC	\$146,488
Manchester	\$142,787
Plainville	\$136,183
Rocky Hill	\$136,158
Hartford	\$135,849
Wethersfield	\$133,458
Enfield	\$129,282
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

HIGH SCHOOL PRINCIPAL**2021-22****Maximum**

Glastonbury	\$191,229
Simsbury	\$180,481
Farmington	\$179,384
Southington	\$179,134
Avon	\$176,812
Region 8	\$176,102
Granby	\$175,550
West Hartford	\$174,727
South Windsor	\$173,230
Bloomfield	\$172,378
East Granby	\$170,015
Bristol	\$170,012
Berlin	\$169,933
Rocky Hill	\$168,422
Canton	\$166,647
Suffield	\$166,295
Windsor	\$166,138
CREC	\$165,036
Region 10	\$164,745
Wethersfield	\$162,184
East Hartford	\$162,159
Windsor Locks	\$161,580
Newington	\$161,020
Manchester	\$159,829
Hartford	\$159,758
East Windsor	\$159,365
Plainville	\$157,425
New Britain	\$155,944
Enfield	\$154,614
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

**HIGH SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum**

Simsbury	\$154,328
Bloomfield	\$149,647
Avon	\$148,848
Farmington	\$146,939
Bristol	\$143,357
Southington	\$142,003
West Hartford	\$140,920
Granby	\$139,132
Region 8	\$138,422
South Windsor	\$137,762
Windsor	\$137,372
New Britain	\$136,714
Windsor Locks	\$136,070
Berlin	\$135,899
Canton	\$135,788
Region 10	\$134,123
East Hartford	\$133,558
Newington	\$132,978
Glastonbury	\$132,038
Suffield	\$131,720
CREC	\$131,540
East Granby	\$129,084
East Windsor	\$128,314
Manchester	\$123,251
Hartford	\$118,561
Rocky Hill	\$118,459
Wethersfield	\$118,109
Plainville	\$117,738
Enfield	\$112,875
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

**HIGH SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

Glastonbury	\$170,306
Simsbury	\$159,328
Farmington	\$157,229
Bloomfield	\$156,560
Avon	\$155,597
West Hartford	\$154,615
Granby	\$154,509
Southington	\$153,518
Bristol	\$152,234
South Windsor	\$150,592
Berlin	\$149,489
Canton	\$148,781
Windsor	\$148,369
Region 10	\$147,580
Rocky Hill	\$146,528
Suffield	\$146,357
East Granby	\$145,921
Region 8	\$145,707
CREC	\$145,230
Windsor Locks	\$144,754
Wethersfield	\$143,528
New Britain	\$142,323
Newington	\$141,138
East Hartford	\$140,761
Manchester	\$139,051
Plainville	\$138,654
Enfield	\$136,541
East Windsor	\$136,175
Hartford	\$132,797
Marlborough	Region 8
Burlington	Region 10
Hartland	Non-union

SPECIAL EDUCATION DIR/PUPIL SERVICES DIR

2021-22

Minimum

Simsbury	\$166,665
Farmington	\$158,658
Bloomfield	\$157,776
Avon	\$155,444
Newington	\$153,531
Granby	\$152,242
East Granby	\$150,398
South Windsor	\$149,050
East Windsor	\$149,010
CREC	\$146,488
Region 10	\$145,629
Windsor Locks	\$144,652
Region 8	\$144,330
Canton	\$143,907
New Britain	\$143,819
Windsor	\$138,222
Hartford	\$135,849
Manchester	\$132,175
Glastonbury	\$131,684
Plainville	\$130,243
Wethersfield	\$126,785
Rocky Hill	\$125,094
Enfield	\$119,504
Marlborough	Region 8
Burlington	Region 10
Berlin	Non-union
Bristol	Non-union
East Hartford	Non-union
Hartland	Non-union
Southington	Non-union
Suffield	Non-union
West Hartford	Non-union

SPECIAL EDUCATION DIR/PUPIL SERVICES DIR
2021-22
Maximum

Simsbury	\$171,665
Farmington	\$170,095
East Granby	\$170,015
Glastonbury	\$170,004
Granby	\$169,066
Bloomfield	\$164,835
South Windsor	\$164,059
Newington	\$162,952
Avon	\$162,191
CREC	\$161,735
Region 10	\$160,243
East Windsor	\$159,365
Canton	\$156,902
Rocky Hill	\$156,245
Wethersfield	\$154,076
Windsor Locks	\$153,567
Region 8	\$151,926
Plainville	\$151,384
New Britain	\$149,482
Manchester	\$149,320
Windsor	\$149,141
Hartford	\$147,893
Enfield	\$143,846
Marlborough	Region 8
Burlington	Region 10
Berlin	Non-union
Bristol	Non-union
East Hartford	Non-union
Hartland	Non-union
Southington	Non-union
Suffield	Non-union
West Hartford	Non-union

ELEMENTARY SCHOOL PRINCIPAL
2021-22
Minimum

New London	\$147,208
New Britain	\$138,579
Hartford	\$129,917
Windham	\$128,825
Waterbury	\$122,000
New Haven	\$121,875
Bridgeport	\$121,619

ELEMENTARY SCHOOL PRINCIPAL
2021-22
Maximum

Hartford	\$147,893
New London	\$147,208
New Britain	\$144,183
Waterbury	\$142,527
Bridgeport	\$140,406
New Haven	\$140,284
Windham	\$137,574

DRG I

Exhibit No. _____

ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum

New London	\$138,166
New Haven	\$121,875
Windham	\$119,552
Hartford	\$118,561
New Britain	\$115,444
Waterbury	\$102,184
Bridgeport	No Position

DRG I

Exhibit No. _____

**ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

New London	\$138,166
New Haven	\$136,419
Hartford	\$132,797
Windham	\$129,230
Waterbury	\$122,662
New Britain	\$120,768
Bridgeport	No Position

MIDDLE SCHOOL PRINCIPAL
2021-22
Minimum

New London	\$152,350
New Haven	\$141,898
New Britain	\$139,822
Waterbury	\$133,125
Windham	\$132,490
Hartford	\$129,917
Bridgeport	\$124,269

**MIDDLE SCHOOL PRINCIPAL
2021-22
Maximum**

New Haven	\$154,321
Waterbury	\$153,056
New London	\$152,350
Hartford	\$147,893
Windham	\$146,013
New Britain	\$145,428
Bridgeport	\$143,121

**MIDDLE SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum**

New London	\$143,107
New Haven	\$134,782
New Britain	\$127,237
Windham	\$119,552
Bridgeport	\$118,650
Hartford	\$118,561
Waterbury	\$116,418

**MIDDLE SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

New Haven	\$146,579
New London	\$143,107
Waterbury	\$138,251
Bridgeport	\$137,158
New Britain	\$132,845
Hartford	\$132,797
Windham	\$129,230

**HIGH SCHOOL PRINCIPAL
2021-22
Minimum**

New London	\$160,512
New Britain	\$150,341
New Haven	\$147,765
Waterbury	\$138,724
Windham	\$137,661
Hartford	\$135,849
Bridgeport	\$132,251

HIGH SCHOOL PRINCIPAL
2021-22
Maximum

New Haven	\$160,705
New London	\$160,512
Hartford	\$159,758
Waterbury	\$159,434
New Britain	\$155,944
Windham	\$151,519
Bridgeport	\$148,713

**HIGH SCHOOL ASSISTANT PRINCIPAL
2021-22
Minimum**

New London	\$143,880
New Britain	\$136,714
New Haven	\$134,782
Windham	\$120,273
Bridgeport	\$118,650
Hartford	\$118,561
Waterbury	\$116,418

**HIGH SCHOOL ASSISTANT PRINCIPAL
2021-22
Maximum**

New Haven	\$146,579
New London	\$143,880
New Britain	\$142,323
Waterbury	\$138,251
Bridgeport	\$137,158
Hartford	\$132,797
Windham	\$130,010

DRG I

Exhibit No. _____

**SPECIAL EDUCATION DIR/PUPIL SERVICES DIR
2021-22
Minimum**

New Haven	\$150,295
New London	\$149,386
New Britain	\$143,819
Hartford	\$135,849
Windham	\$132,490
Bridgeport	\$132,251
Waterbury	Non-union

SPECIAL EDUCATION DIR/PUPIL SERVICES DIR
2021-22
Maximum

New Haven	\$163,447
New Britain	\$149,482
New London	\$149,386
Bridgeport	\$148,713
Hartford	\$147,893
Windham	\$146,013
Waterbury	Non-union

ADMINISTRATOR SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State

As of 1/18/2022

Reported Method District	% INCLUDING INCREMENT				% GWI to SCHEDULE				
	2022-23	2023-24	2024-25	2025-26	TOTAL	2022-23	2023-24	2024-25	2025-26
8/9/21 Neg Milford	2.50%	2.25%	2.25%	2.25%	7.00%	2.50%	2.25%	2.25%	2.25%
Step cost is minimal; PCS for HDHP incr from 17% to 17.5% in yr 1, 18% in yr 2 & 19% in yr 3; New hires have 25 vacation days per year, current admin have 30 days per year.									
8/18/21 Neg Glastonbury	2.50%	2.50%	2.50%	2.50%	7.50%	2.00%	2.00%	2.00%	2.00%
Total does not include 4th year; PCS for 2 HDHP options increase from 15% by .5% each year.									
New Haven County 2.58% 2.45%									
Reopener; Adj to Athletic Dir sched of \$2,500 before GWI in 22-23 (included above); PCS for HDHP incr 17% to 17.5% in yr 1 & 18% in yr 2.									
8/25/21 Neg East Haven	2.70%	3.10%	2.91%		8.71%	2.50%	1.75%	1.75%	1.75%
Admin hired in 21-22 year don't move up a step until year 2; PCS for HDHP incr from 20% to 20.5% in yr 1, 21% in yr 2 & 21.5% in yr 3; Admin hired after 6/30/22 will not be eligible for longevity.									
Fairfield County 3.08% 2.81% 3.35% 3.38%									
Fourth year not in total; in each of 4 years step & 2% at max, delete one step each year to end with 1 rate; PCS Partnership Plan: pre-2014: yr 1: 27%; yr 2: 27.5%; yr 3: 28%; yr4: 28.5%; PCS Post 2014: yr 1:29%; yr 2: 29.5%; yr 3:30%; yr 4:30.5%									
8/30/21 Neg Vernon	2.90%	2.90%	2.90%		8.70%	1.90%	1.86%	1.92%	
Eliminated 2 steps - from 8 steps to 6 steps; PCS for HDHP plan incr from 20% to 21% in yr 1, 22% in yr 2 & 23% in yr 3.									
8/31/21 Neg New Britain	2.56%	2.87%	2.52%	2.98%	7.95%	2.25%	2.00%	2.25%	2.00%
4th year not included in total. Add new step 1% over max yr 2 and yr 4; drop bottom step yr 4. PCS for HDHP incr from 21% to 22% in yr 1, 23% in yr 2 & 24% in yr 4; In yr 3 HDHP deductibles incr from \$2000/4000 to \$2500/5000.									
9/1/21 Neg Clinton	2.99%	2.45%	2.50%		7.94%	2.25%	2.00%	2.50%	
PCS for SPP incr from 21.5% to 22% in yr 1, 22.5% in yr 2 & 23% in yr 3.									
9/3/21 Neg Manchester	3.53%	3.35%	3.05%	2.80%	9.93%	2.20%	2.20%	2.20%	2.20%
4th year not included in total; Yr 1: Additional equity adjustment to all salaries prior to GWI (not included above); PCS for HDHP incr from 20.5% to 21.5% in yr 1; 22% in yr 2; 22.5% in yr 3; 23% in yr 4.									
Fairfield County 2.00% 2.00% 2.00%									
Step cost is minimal; PCS for Partnership Plan incr from 19% to 20% in yr 1, 21% in yr 2 & 22% in yr 3.									
9/8/21 Neg Plymouth	2.50%	2.00%	2.00%	2.00%	6.50%	2.50%	2.00%	2.00%	2.00%
4th year not included in total; all current administrators are at top step; PCS for SPP incr from 22% by 0.50% each year.									

ADMINISTRATOR SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State

As of 1/18/2022

Reported Method District	% INCLUDING INCREMENT			% GWI to SCHEDULE					
	2022-23	2023-24	2024-25	2025-26	TOTAL	2022-23	2023-24	2024-25	2025-26
9/21/21 Neg Berlin	3.21%	2.79%	2.35%	8.35%		2.50%	2.25%	2.00%	
PCS for HDHP plan incr from 22.5% to 23% in yr 3.									
Hartford County	2.50%	2.35%	2.35%	7.20%		2.50%	2.35%	2.35%	
No step schedule.									
9/21/21 Neg Branford	2.25%	2.25%	2.25%	6.75%		2.25%	2.25%	2.25%	
No step schedule; PCS for HDHP plan incr from 19% to 19.5% in yr 1, 20% in yr 2 & 20.5% in yr 3; Annuity payments incr by \$500 in yr 1									
Fairfield County	2.48%	2.38%	2.30%	7.16%		2.30%	2.30%	2.30%	
Salary adjustment for Elementary Asst. Prin in each year not included in totals; PCS incr from 16.5% by 1.5% each year to 21% in 24-25.									
Middlesex County	2.25%	2.25%	2.50%	7.00%		2.25%	2.25%	2.50%	
No step schedule.									
Hartford County	3.84%	2.50%	3.21%	9.55%		2.00%	2.50%	1.50%	
PCS for SPP incr from 19% to 20% in yr 1, 20.5% in yr 2 & 21%.									
Middlesex County	2.25%	2.25%	2.25%	6.75%		2.25%	2.25%	2.25%	
No step schedule, two administrators moved to position rate not included in total cost. PCS for HDHP increased from 15% to 17% in yr 1; 18% in yr 2; and 19% in yr 3.									
Fairfield County	2.88%	2.58%	2.54%	8.00%		2.00%	2.00%	2.50%	
Step each year. PCS for HDHP increases 0.50% each year from 21% to 21.5% yr 1; 22% yr 2; 22.5% yr 3.									
9/29/21 Neg Easton	Total cost information has been requested; Elementary prin receives a \$2,000 adjustment in yr 2 & \$1,000 in yr 3; PCS for HDHP plan incr from 21% to 21.5% in yr 1, 22% in yr 2; Deductible incr from \$2000/4000 to \$2500/5000.								
10/1/21 Neg Canton	Total cost information has been requested. PCS for HDHP increases by 0.50% each year, from 23% to 23.5% yr 1, 24% yr 2, 24.5% yr 3.								
New London County	2.10%	2.00%	2.00%	6.10%		2.10%	2.00%	2.00%	
PCS for HDHP incr from 20% to 20.5% in yr 1, 21% in yr 2, 21.5% in yr 3; BOE contribution to HSA changes from \$1125/2250 to 50% of deductible, Deductible incr from \$2250/4500 to \$2500/5000									
Fairfield County	3.23%	3.61%	2.67%	9.51%		2.50%	2.50%	2.50%	
Yr 1: includes carryover cost of mid-yr step in 21-22, no additional step; No insurance changes.									
New Haven County	2.45%	2.45%	2.13%	7.03%		2.00%	2.00%	2.00%	
PCS increases by 1% each year.									

ADMINISTRATOR SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State

As of 1/18/2022

Reported	Method	District	% INCLUDING INCREMENT				% GWI to SCHEDULE				
			2022-23	2023-24	2024-25	2025-26	TOTAL	2022-23	2023-24	2024-25	2025-26
10/5/21	Neg	Montville	2.00%	2.00%	2.00%	6.00%	2.00%	2.00%	2.00%	2.00%	
	No step schedule; PCS for HDHP incr from 21.5% to 22% in yr 3, HDHP is now only plan option.										
10/15/21	Med	Oxford	2.60%	2.40%	2.67%	7.67%	2.25%	2.00%	2.00%	2.25%	
	Yrs 1 & 2: 1/2 step movement; HS Prin GWI lower in each year: Yr 1: 2.0%, Yr 2: 1.5%, Yr 3: 1.75%; PCS for SPP incr by .5% each year.										
		Windham County	2.90%	2.90%	2.90%	8.70%	2.60%	2.90%	2.90%	2.90%	
	All administrators at max after yr 1. Eliminate OAP plan, add new HDHP PCS stays at 20%, \$2000/4000 deductible funded \$1000/2000.										
10/15/21	Med	Wallingford	2.12%	2.17%	1.99%	6.28%	1.99%	1.99%	1.99%	1.99%	
	Annuity incr from \$1000 to \$2000 in yr 1 & to \$2500 in yr 2; HDHP deduct incr from \$2250/4500 to \$2500/5000 in yr 3, BOE funding of HSA change from 50% to \$1000/2000 paid in 3 payments; PCS incr from 23% to 23.5% in yr 3.										
10/18/21	Neg	Granby	3.20%	2.11%	2.95%	8.26%					
	Elem Prin moved to higher level on schedule; Yr 1: 2.12% at max, Yr 2: 2.11% at max, Yr 3: 2.10% at max; PCS for HDHP incr from 20% to 20.5% in yr 2 & 21% in yr 3.										
10/22/21	Med	Norwich	2.76%	2.98%	2.53%	8.27%	2.00%	2.00%	2.00%	2.00%	
	Total does not include equity adjustments for central office employees; Eliminate PPO & Comp Mix plans, PCS for HDHP plan incr from 22% to 22.5% in yr 1, 23% in yr 2 & 23.5% in yr 3, move to new managed pharmacy plan.										
10/22/21	Neg	Stonington	2.70%	2.70%	2.70%	8.10%	2.70%	2.70%	2.70%	2.70%	
	No step schedule; PCS for HDHP plan incr from 19% to 19.5% in yr 1, 20.5% in yr 2 & 21.5% in yr 3.										
10/28/21	Neg	Tolland County	2.25%	2.25%	2.25%	6.75%	2.25%	2.25%	2.25%	2.25%	
	No step schedule, work year for Dir of School Counseling incr from 220 to 260 & Athletic Dir incr from 205 to 26; incr annuity from \$1500 to \$2500; HDHP PCS incr from 21% to 22% in yr 2, no other changes to deductibles or BOE funding of HSA.										
11/5/21	Neg	Torrington	2.50%	2.25%	2.25%	7.00%	2.50%	2.25%	2.25%	2.25%	
	No step schedule, does not include one time equity adjustment of \$4,000 for supervisor of student services; BOE contribution to annuity incr from 2.25% of salary to 2.5% in yr 1, 2.75% in yr 2 & 3% in yr 3; PCS for HDHP plan incr from 16% to 17% in yr 1, 18% in yr 2 & 19% in yr 3.										
11/1/21	Med	Killingly	2.64%	2.53%	2.37%	7.54%	2.37%	2.37%	2.37%	2.37%	
	PCS for HDHP plan incr from 24.5% to 25% in yr 1 & 26.5% in yr 3, Deduct incr from \$2250/4500 to \$2500/5000 in yr 2, BOE funding of HSA stays at \$1000/2000.										
		Litchfield County	3.00%	2.00%	2.00%	7.00%	3.00%	2.00%	2.00%	2.00%	
	No step schedule; does not include 1 time \$3000 equity adjustment for elementary principals.										

ADMINISTRATOR SETTLEMENTS FOR THE 2021-22 SEASON

Sorted by Date Reported to State
As of 1/18/2022

Reported Method District	% INCLUDING INCREMENT				% GWI to SCHEDULE				
	2022-23	2023-24	2024-25	2025-26	TOTAL	2022-23	2023-24	2024-25	2025-26
New Haven County	2.25%	2.25%	2.25%	2.25%	6.75%	2.25%	2.25%	2.25%	2.25%
Step cost is minimal; PCS for HDHP plan incr from 20% to 21% in yr 1, 22% in yr 2 & 23% in yr 3, if Admin participates in wellness PCS will be 2% or 4% lower.									
New Haven County	3.03%	3.96%	2.80%		9.79%	2.50%	2.50%	2.50%	2.50%
PCS for HDHP plan incr from 22% to 22.5% in yr 1, 23% in yr 2 & 23.5% in yr 3; Annuity for certified members incr from \$1250 to \$1500 in yr 1, \$1750 in yr 2 & \$2000 in yr 3; Admin hired on/after 7/1/22 longevity benefit is \$1000 after 10 YOS.									

Litchfield County 2.90% 2.80% 2.75% **8.45%** 2.90% 2.80% 2.75%
 Step cost is minimal; PCS for HDHP plan incr from 17.5% to 18% in yr 1, 19% in yr 2 & 20% in yr 3; RX copay changes from \$10/20/40 to \$5/25/40, combined in & out of network deductible of \$4000/8000;

12/10/21 Arb **Fairfield** 2.25% 2.25% 2.50% 2.50%
 Only issue in arbitration was the addition of a "just cause" provision- BOE LBO was awarded; Total cost information for salaries has been requested; PCS for SPP incr from 26.5% to 26.75% in yr 1, 27.25% in yr 2 & 27.75%.

Hartford County 2.59% 2.47% 2.40% **7.46%** 1.50% 1.50% 1.50%
 PCS for HDHP plan 19.5% in yr 1, 20% in yr 2 & 20.5% in yr 3, not to exceed 4% over the allocation rates.

ADMINISTRATOR AVERAGE:	2.67%	2.54%	2.48%	2.73%	2.30%	2.21%	2.23%	2.05%
COUNT:	37	37	36	5	37	37	36	4
Three Year Total:	7.69%			Three Year Total:			6.74%	

"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.

2020-21 SEASON SETTLEMENT SUMMARY, PROVIDED AS A REFERENCE:

	2021-22	2022-23	2023-24
ADMINISTRATOR AVERAGE:	2.36%	2.50%	2.58%
COUNT:	45	37	36
Three Year Total:	7.44%		
	2021-22	2022-23	2023-24
	2.05%	2.26%	2.37%
	43	35	35
	Three Year Total: 6.67%		



Special Education Spending Analysis for MARB

Dr. Leslie Torres-Rodriguez, Superintendent
January 27, 2021



Executive Summary



Overall special education picture:

- As of SY21-22, Hartford Public Schools (HPS) serves 17,238 students in-district and outplaced, 3,585 (20.8%) of whom require special education services (slides 4, 5)
- HPS spends \$62M on in-district special education services to serve 3,139 students (~88% of all HPS SWD students in SY21-22) – which is proportionally less than we see in other similarly-sized urban districts (slides 7 and 8)
- HPS spends \$42M on out-of-district placements for 536 students (SY20-21) - including Hartford students in HPS schools and in non-HPS magnets schools (slide 9)
- In addition to students served in-district, or in out-of-district placement, there are 894 Hartford students with disabilities currently attending non-HPS magnet schools (as of SY21-22), 560 (as of SY20-21) enrolled in Open Choice districts, and 161 enrolled in Charter / Other (as of SY21-22) who require special education services that HPS is responsible for paying- with limited input or control of costs- totaling \$31.2M as of SY20-21 (slide 9)

Non-HPS Magnets & Open Choice

- Enrollment of Hartford students attending non-HPS magnets has been growing each year, up 18% from FY18, and the proportion of students requiring special education services has grown even higher- up 35% since FY18 (slide 10)
- Open Choice enrollment has dropped, but the proportion of students requiring special education services has grown 30%, and now outpaces the overall HPS SWD identification rate (25.3% vs. 20.8%) (slide 10)
- Hartford has experienced a 57% increase in total special education tuition costs for students in non-HPS Magnets / Open Choice (slide 9)
- These trends are likely to continue – both in terms of overall enrollment increases (especially if there are changes or expansions to enrollment caps as a result of ongoing Sheff litigation negotiations) and in special education rate increases, as a response to the pandemic

HPS Outplacement:

- 70% of HPS outplacements are students with ED, Autism, or OHI disability types (slide 12), and 55% of all placements are for HS students (slide 13)
- HPS has developed specialized in-district programming to reduce reliance on outplacement setting for those disability and student types; the three current programs (iGoal, RISE, and STEP) serve 286 students and saves HPS an estimated \$34.2M year in additional outplacement costs (slides 14 and 15)
- HPS has plans to increase existing in-district programs, and explore new programs and in-house supports, to reduce further outplacement by an estimated \$10M by 2026 (slide 16 & 17)
- Challenges exacerbated by the pandemic have impeded Hartford's efforts to effectively scale in-house programs; Hartford is investing stimulus funds to try to mitigate challenges (slide 18 & 19)

Other challenges facing HPS

1. *Insufficient revenue:* The total cost of special education services that HPS is responsible for totaled \$135M in SY20-21. Combined federal and state revenue for special education totaled \$62M – leaving \$73M, or 54% of the total cost of special education, on Hartford's local revenue sources (slide 20)
 2. *Disproportionate impact of Open Choice:* The Open Choice funding system is particularly problematic for Hartford Public Schools: (1) HPS receives fewer state dollars (via ECS) for students enrolled in Open Choice districts, (2) Hartford is responsible for 100% of special education costs for Hartford students in Open Choice, but lacks the resources to be actively involved in decisions about service placement or costs, and (3) per-pupil special education costs for students in Open Choice outpaced per-pupil costs for non-HPS magnet students, and has grown 24% in the last 5 years (slide 21)
- Therefore, legislative action should be focused on increasing state-level funding for special education services (particularly for high-cost students), providing resources to enable more oversight and input by Hartford Public Schools into Open Choice special education decisions, and increased cost-sharing for students enrolled in Open Choice (either by the state, or by the receiving district) (slide 22)

Definitions of Settings Serving Hartford-Resident SWD



SWD In...	Served by...	In-district or out-of-district?	Charge HPS special education tuition?	Does HPS have control over decisions / cost?	Description
HPS Schools	HPS Schools	In-district	No	Yes	Students who are served directly by HPS through inclusion/resource models, related services only, or self-contained models (iGOAL, RISE, STEP). Also includes Early Childhood Development Center and Integrated PreK.
HPS Schools or non-HPS Magnet Schools	Outplacement providers	Out-of-district	Yes	Yes	Students served by a private or public outplacement provider. Public outplacement providers include ACES, CREC, OPP, East Hartford (Woodland), Manchester (Manchester Regional Academy), Farmington (FTVA), Glastonbury (LINKS). HPS is a part of outplacement decisions both for students in HPS schools and students in non-HPS Magnet schools.
Non-HPS Magnet Schools	Non-HPS Magnet Schools	Out-of-district	Yes	No	Students who are served directly by the Magnet school that they attend. Magnet schools that serve HPS SWD include CREC, LEARN, and Bloomfield.
Non-HPS Open Choice Schools	Non-HPS Open Choice Schools	Out-of-district	Yes	No	Students who are served directly by the Open Choice school that they attend.
Non-HPS Open Choice Schools	Outplacement providers	Out-of-district	Yes	No	Students who attended an Open Choice school and are then outplaced to a public or private outplacement provider.
Non-HPS Charter Schools	Non-HPS Charter Schools	Out-of-district	Yes	No	Students who attend a Charter school, either Achievement First or Jumoke.
Other	Other	Mostly out-of-district	Yes	Varied	Students who attend other programs who charge HPS special education tuition, including OPPportunity Academy, Agricultural Science and Technology Education Centers, Detention Centers, or DCF. This makes up a very small portion of SWD.

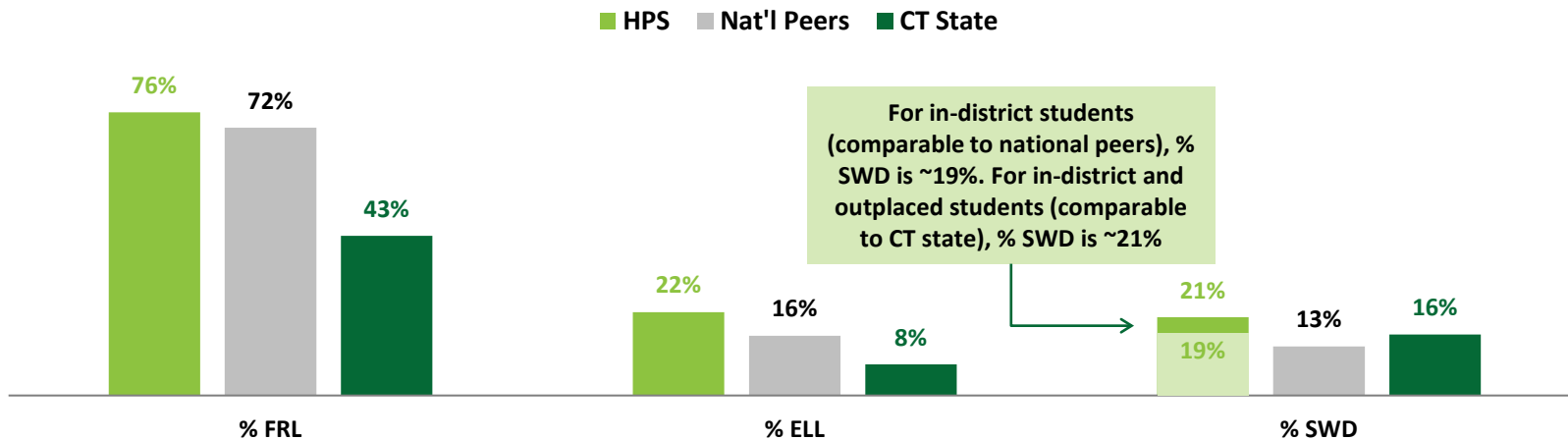
The "Choice System" includes a combination of Magnet, Open Choice, and Charter schools

Hartford Student Population and Comparisons



Hartford serves a higher-needs student population than most other districts in CT and similarly-sized national urban peers

% Student Demographics



Notes:

HPS: Student demographic data from PSIS Oct 2021. HPS counts include in-district students only; for the 21% SWD, HPS counts also include HPS outplacement (from SEDAC).

National Peers: ERS Internal Database. In-district only. Urban districts include 11 national urban districts with > 50% FRL students: Aldine, Austin, Baltimore City, Cleveland, Denver, DC, Duval, Fort Worth, Indianapolis, Palm Beach, Tulsa

CT State: EdSight.ct.gov, SY2020-21

Special Education Identification Rates



Hartford's special education identification rate has been rising slowly over the last 5 years- and is expected to stay stagnant or increase as a result of the ongoing pandemic

	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Percentage of in-district students needing special education services	16.4%	17.1%	17.8%	18.4%	18.7%
Percentage of total HPS enrollment (in-district & outplaced) needing special education services	18.8%	19.5%	20.3%	20.9%	20.8%

Notes: Percentage of total HPS enrollment includes: In-district from PSIS and outplacement from SEDAC. It does not include Judicial Centers or OPPortunity Academy

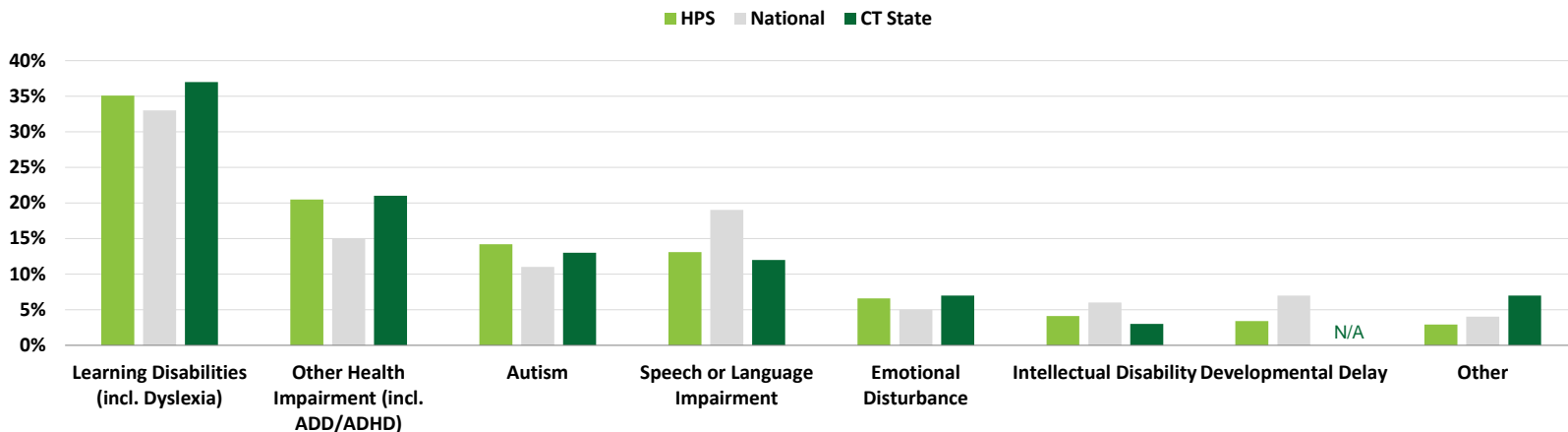
Sources: PSIS, SEDAC

Hartford Student Population and Comparisons



HPS' special education population looks similar to the profile of CT state, though nationally has slightly higher proportions of students with OHI and Autism disorders

Special Education Students, by % Disability Type



Notes: "Other" includes Multiple Disabilities, Hearing Impairment, Visual Impairment, Traumatic Brain Injury, and Orthopedic Impairment

HPS: Disability type data from Frontline fall 2021 for HPS schools and outplacement. Does not include Birth to Three, Detention Centers, OPPortunity Academy, or non-HPS Magnet or Charter.

National: NCES, SY2019-20

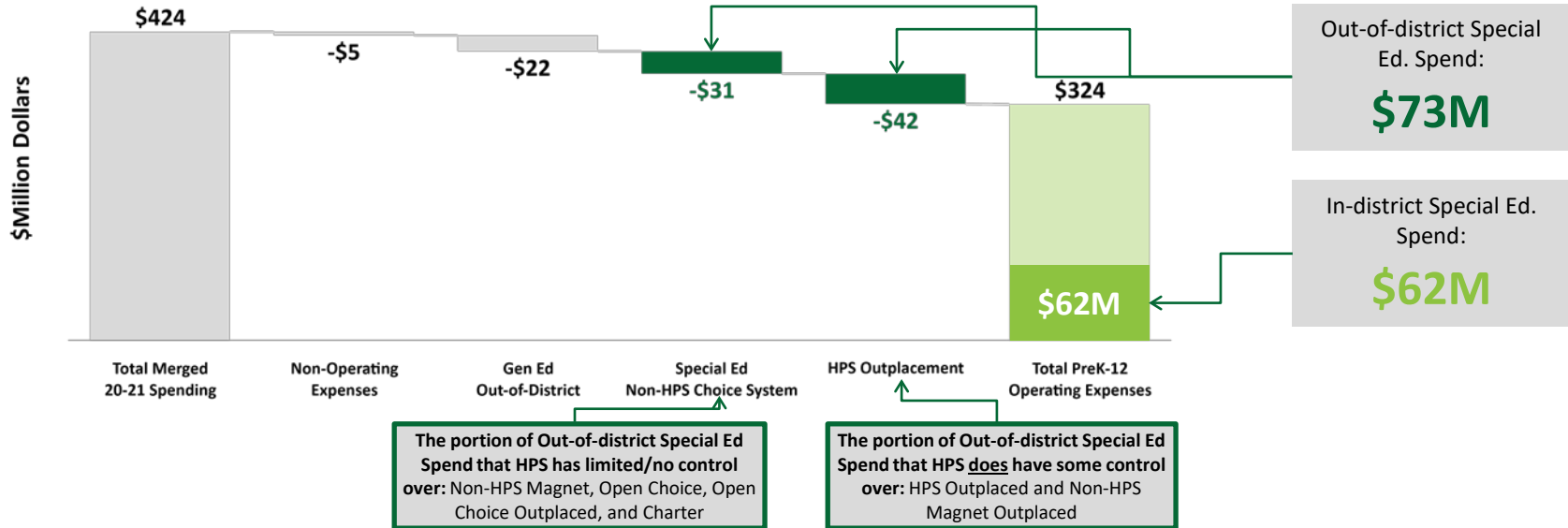
CT State: EdSight.ct.gov, SY2020-21

Hartford Student Population and Comparisons



Hartford spends a total of \$135M on special education students (\$73M out of district and \$62M in district)

HPS' 2020-21 Special Ed. Spend



Notes: Non-Operating includes onetime legal settlements, capital expenses, building leases and indirect costs. Gen Ed Out-of-District includes Adult Education provided by HPS. To enable comparison to peers, Total PreK-12 Operating includes \$6.9M in Food Service expenditures (these expenses are managed by a third party in HPS while other districts manage them within their expenditures included in this analysis). Special Ed Out-of-district includes Magnet, Open Choice, Charter, and Other (OPportunity Academy, Agricultural Science and Technology Education Centers).

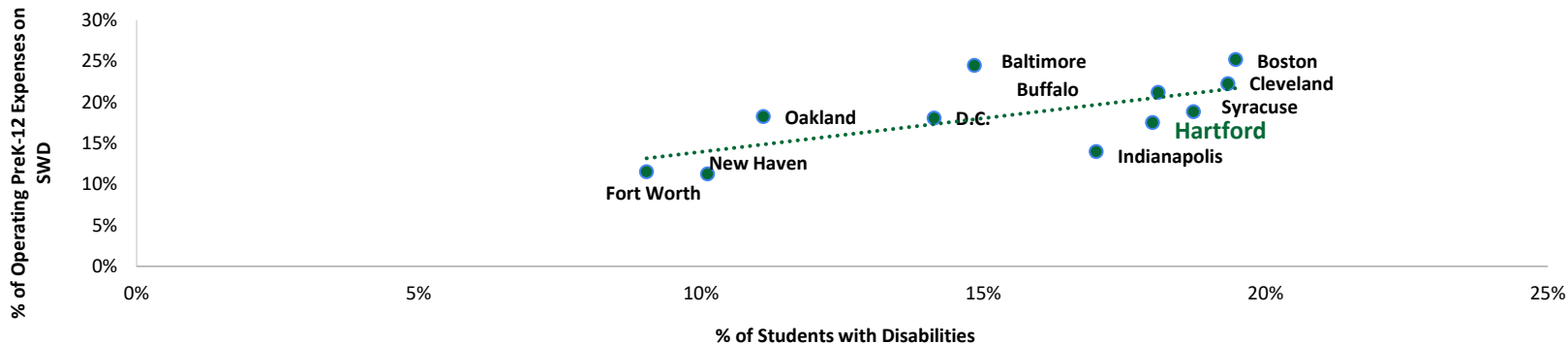
Source: HPS 20-21 Merged Payroll & Expenditures files

In-district HPS Special Education Spending, compared to peers



Compared to peer districts, Hartford spends less on in-district special education services as a portion of its overall budget, and on total special education dollars per pupil

Spend on Students with Disabilities by Population Size



District	Hartford	Median	Indianapolis	Fort Worth	Oakland	New Haven	Syracuse	Cleveland	Baltimore	Buffalo	Boston	D.C.
% SWD	18%	16%	17%	9%	11%	10%	18%	19%	15%	18%	19%	14%
\$pp on Special Ed.	\$19,877	\$20,901	\$13,801	\$13,808	\$16,549	\$17,632	\$20,543	\$21,260	\$24,527	\$25,090	\$25,235	\$26,917

Historical out-of-district SWD costs



While HPS outplacement costs make up 60% of all out-of-district tuition payments, SWD payments for non-HPS Magnet and Open Choice SWD are growing rapidly, and expected to continue increasing

Year	HPS outplaced students (students in HPS or non-HPS Magnets)	HPS outplacement costs per year	# Hartford SWD students served in non-HPS Magnet schools	# Hartford SWD students served in Open Choice schools	# Hartford SWD outplaced from Open Choice schools	SWD costs for Hartford students served in non-HPS Magnet / Open Choice settings	# Hartford SWD students served in non-HPS Charter schools and Other programs*	SWD costs for Hartford students served in non-HPS Charter schools and Other programs*	Total out-of-district SWD costs
2017-18	533	\$40.5M	643	398	32	\$18.7M	194	\$2.4M	\$61.6M
2018-19	579	\$42.8M	722	485	38	\$22.7M	184	\$2.3M	\$67.8M
2019-20	571	\$42.8M	805	486	45	\$26.6M	190	\$1.8M	\$71.3M
2020-21	536	\$41.4M	869	514	46	\$29.4M	188	\$1.8M	\$72.6M
2021-22	446	Not yet available	894	Not yet available	Not yet available	Not yet available	161	Not yet available	Not yet available
FY17-21 Growth	0.6%	2.3%	35.1%	29.1%	43.8%	57.5%	-3.1%	-25.8%	17.9%

Notes: **Other programs** includes mostly OPPortunity Academy, as well as Agricultural Science and Technology Education Centers and Detention Centers

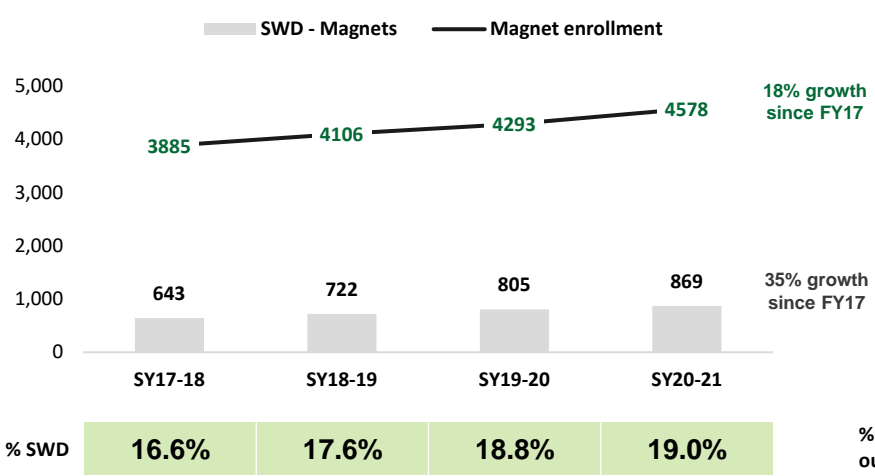
Sources: For student counts, HPS Outplaced, Magnet, Charter, and Other from SEDAC (Oct 1 snapshot); Open Choice from Finance Department tuition file (cumulative). For tuition amounts, all are from the Finance Department's tuition file.

Out-of-District Special Education Enrollment

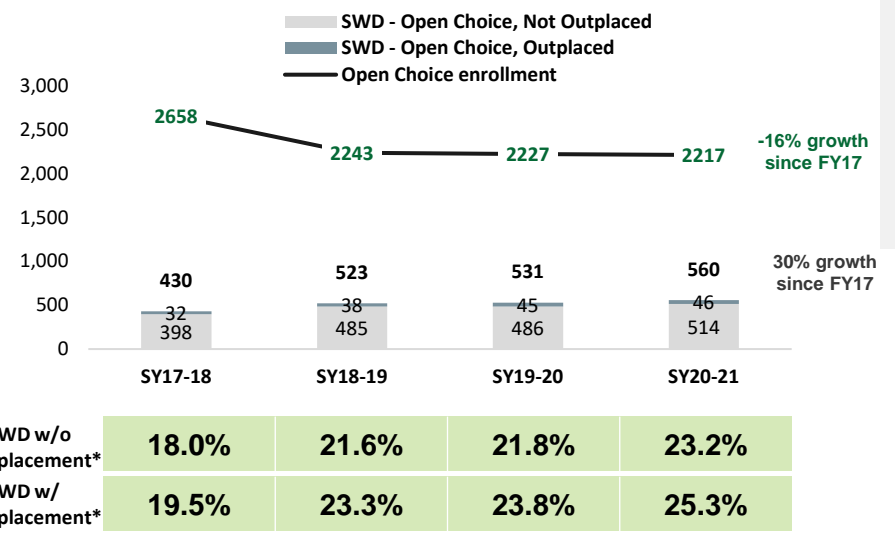


The proportion of Hartford students in non-HPS magnets or Open Choice schools that require special education services has grown 30%+ in the last 4 years

Non-HPS Magnets



Open Choice



Notes: Magnet and Charter total and special ed counts are an Oct 1 Snapshot. Magnet counts do not include outplacement, since that is reported as part of HPS Outplacement.
 *Open Choice special ed counts are cumulative for the entire year, since are only tracked through tuition bills. Because special ed percentages for Open Choice are based on cumulative special ed counts but snapshot total enrollment counts, these may be overstated.
 Sources: Magnet: PSIS R2 (total) and SEDAC (SWD); Open Choice: PSIS R2 (total) and Finance Department's tuition file (SWD)

HPS Outplacement Enrollment & Costs



Meanwhile, students placed in out-of-district settings by HPS has been decreasing every year for the last five years

Year	# of HPS outplaced SWD	% of all HPS SWD who are outplaced	Outplacement special ed tuition per year
2017-18	533	12.8%	\$40.5M
2018-19	579	13.4%	\$42.8M
2019-20	571	13.4%	\$42.8M
2020-21	536	13.0%	\$41.4M
2021-22 (YTD)	446	11.4%	Not yet available

Notes: The % of all SWD students who are outplaced is out of the total of HPS students served in-district (from PSIS October 1st snapshot) or outplaced (from SEDAC). None of the numbers in this table include Open Choice students who are outplaced.

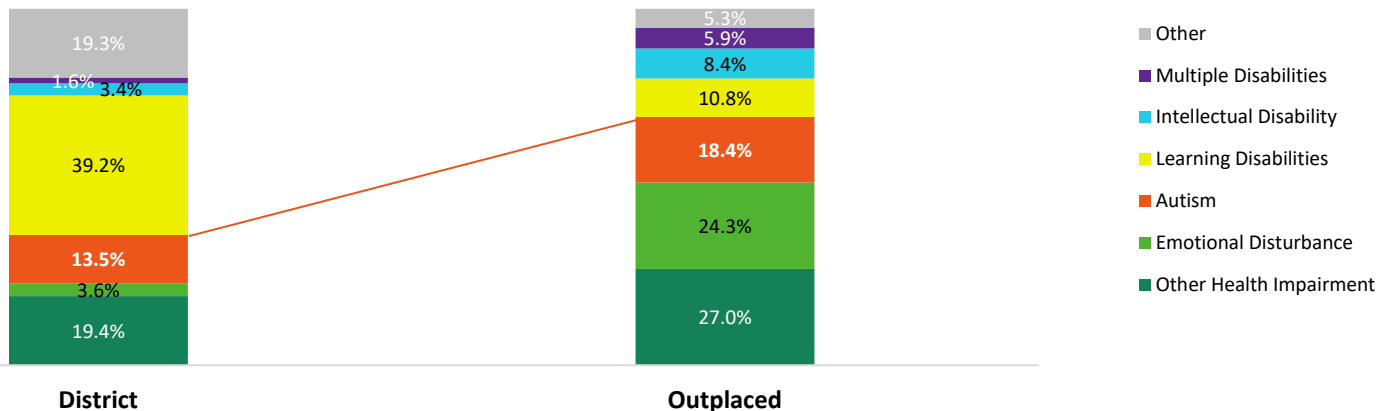
Sources: PSIS, SEDAC

Placement & Disability Type



Students with OHI (incl. ADD/ADHD), Emotional Disturbance, and Autism diagnoses account for 70% of all outplaced students

Students with Disabilities by Placement & Disability Type, FY22 % of SWD



Notes: "Other" includes Hearing Impairment, Visual Impairment, Speech Language Impairment, and Traumatic Brain Injury

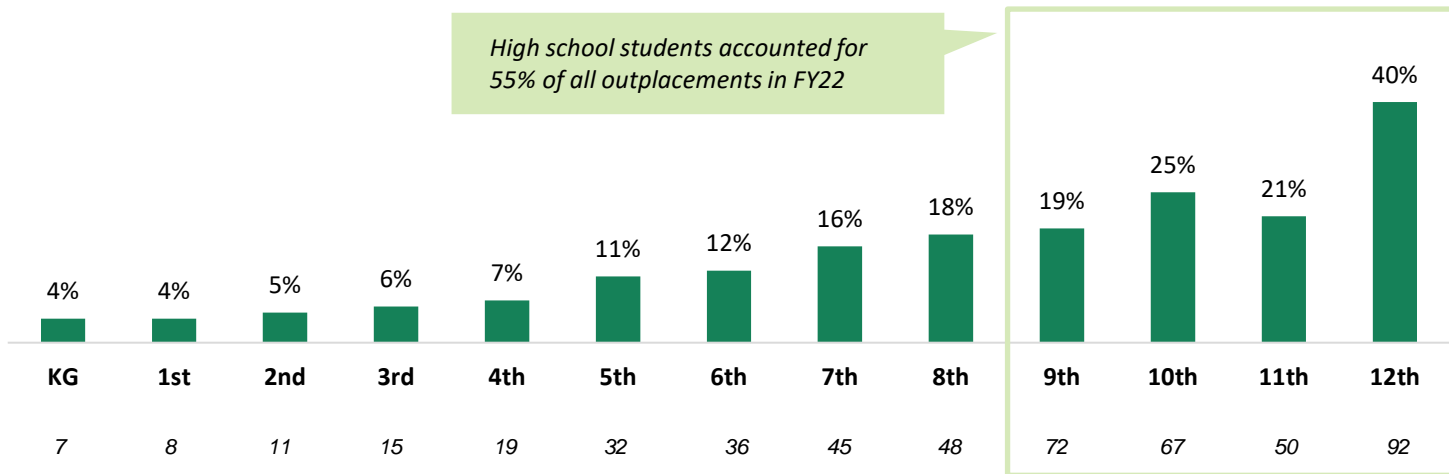
Sources: HPS Frontline file Fall 2021



Outplacement by Grade

The rate and concentration of outplacement is highest at high school

Percent of SWD in outplacement settings, by grade FY22



Notes: Frontline data is collected at different time of year than PSIS, but includes more detailed disability and student information; data will not match exactly with data using PSIS numbers
 Sources: HPS Frontline file Fall 2021

Specialized in-district programs



HPS has been developing specialized in-district programs to serve its highest-need special education students effectively, and reduce reliance on outplacement

Program	Student population	School Location	Student enrollment				
			SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
STEP	Students 18-22 that have completed high school credits, but require additional functional living skills to be an active member in the community	HS: HPHS	20	31	36	34	33
iGOAL	Students with complex learning, behavioral, cognitive and/or neurodevelopmental profiles	ES: Burns, BTN, MD Fox, Parkville, ELAMS, Rawson MS: Kennelly, Milner HS: HPHS, Weaver	185	195	203	195	181
RISE	Students in need of increased social, emotional, and behavioral supports with access to the mainstream environment	MS: MLK ES: West Middle HS: HPHS, Bulkeley North	80	67	79	57	72

Notes: Note that this is a snapshot in time and that enrollment for these programs fluctuates significantly throughout the year.

Sources: 2021-22 enrollment is based off of the most recent data from the special education department. Enrollment for other years is based on PSIS Oct 1 enrollment counts.

In-district SPED Program Costs



Currently, the programs serve close to 300 students, that if outplaced, would cost the district \$34M more to serve in outplacement settings

Program	# of Students Served SY21-22	Total Cost to HPS	Analogous Outplacement Cost	Incremental Cost to Serve in Outplacement
STEP	33	\$2.6M	\$5.1M	\$2.5M
iGOAL	181	\$10.0M	\$37.0M	\$27.0M
RISE	72	\$4.0M	\$8.7M	\$4.7M
Total	286	\$16.6M	\$50.8M	\$34.2M

Notes: Total cost to HPS includes staffing (teachers and paraprofessionals) and transportation costs; excludes central staffing, overhead & materials

Sources: MARB Presentation (Nov 18, 2021) and district data

Effective School Solutions (ESS)



Hartford has also invested stimulus dollars to bolster supports & services in existing programs that could bring additional students back to the district

Year	ESS Program Status	Funding
2021–22	<ul style="list-style-type: none"> • Strengthen Multi Tiered System of Supports (MTSS) Framework <ul style="list-style-type: none"> › Identify and bolster gaps in district’s MTSS framework to help prevent outplacements › <u>Deprioritized</u>: Focus area 1: Provide districtwide professional learning and coaching to expand educator toolkit for mental health support (Tier 1) › Focus Area 2: Set up intensive Tier 3 clinical programs at 6 middle schools › Acknowledgement of student social emotional wellbeing as main focus 	\$1.5M
2022–23	<ul style="list-style-type: none"> • Focus professional development efforts on the staff serving these high-risk 9th graders • Shift a portion of resources to build Tier 3 programming at the HS level to support students who matriculate from the Year 1 programs 	
2023–24	<ul style="list-style-type: none"> • With program well established, focus on returning a cohort of students from out of district where clinically appropriate • Continue prevention and PD efforts at MS and HS • Build and implement clear plan for long-term sustainability of the program 	

Projected Expansion & Cost Savings



If Hartford can implement and expand these programs effectively, it could lower future outplacement costs by nearly \$10M

<i>Projected Expansion & Savings Estimates</i>	STEP	iGOAL	RISE	<i>Total</i>
# of New Students Served <i>(Planned for 2022-26)</i>	80	40	20	140
Savings per Program <i>(Note: Assumes 80% of students would otherwise be served in outplacement settings)</i>	\$4.8M	\$4.8M	\$1.1M	\$10.6M

Current Implementation Challenges



There are significant challenges that impact Hartford's ability to execute on these strategies that remain a major focus area for HPS recovery and redesign

01. Staffing Shortages

Hartford, like many systems, is facing a dire staffing shortage, particularly for classroom and special education teachers, impacting the system's ability to stand up specialized programs (that require highly skilled and experienced staff) and it exacerbates challenges in Tier 1 instruction that can lead to over-identification.

02. Higher Needs due to COVID

We expect student need to increase, in the short-term, and require more intensive services and outplacements. This could also pull attention away from capacity-building and longer-term program design and into crisis response and intervention.

03. Lacking Foundational Tier 1 & 2 Supports

Hartford has lacked supports- such as high-quality Tier 1 curriculum and professional learning, and structures for MTSS- that are designed to serve students before their needs become too great and require more intensive, and costly, intervention

	Attrition Rate ^[1]	Vacancies to Start the Year ^[2]	Annual Vacancies (Estimated) ^[1]
Classroom Teachers	13.1%	47.6	135
Special Education Teachers	11.8%	11.3	26
Speech and Language Pathologists	N/A	10.8	N/A

Sources:

^[1] ERS human capital analyses.

^[2] First Day Vacancy data from HPS.

Investments



HPS is investing stimulus dollars to improve general education instruction, mitigate staffing challenges, and build out a strong MTSS system

Investment Detail	Example investments	Total Budget in ESSER II & III
Curriculum and coaching supports for improving classroom instruction	Coach positions; ANet partnership; new curriculum (K-3 literacy, upper grade math)	\$20.2M
MTSS resources & staffing	Resource teachers; MTSS data systems	\$5.1M
Special education in-district program resources and supports	ESS contract	\$1.5M
Recruitment, hiring and placement	Recruitment, retention, and transfer bonuses; Office of Talent Management positions	\$12.7M
Pipeline Development	Teacher pipeline contract; Higher Ed partnership contracts for student teaching and substitute teaching	\$1.3M
Total		\$40.8M (28% of total)

For detailed ESSER II & III spending categories, see the ESSER II board presentation [here](#) and the ESSER III presentation [here](#).

Sources: HPS ESSER and ARP planning documents.

1. Insufficient special education revenue



Hartford only receives \$60M in special education revenue through federal and state grants and reimbursements, leaving more than 50% of the cost for HPS to cover with local funds

Special Education Costs	SY20-21	Special Education Revenue	SY20-21
Special Education Out-of-District	\$31M	IDEA Part B	\$6.8M
HPS Outplacement	\$42M	Excess Cost Grant	\$10.1M
In-district Special Education	\$62M	Medicaid	\$2.6M
Total	\$135M	Tuition billing for non-HPS students for special education services	\$1M
		22% of ECS ¹	\$41.4M
		Total	\$62M
		Gap remaining	\$73M

¹Source: CT Voices (https://ctvoices.org/wp-content/uploads/2021/11/SPED_Just-Research.pdf)

Revenue Source: <https://www.hartfordschools.org/wp-content/uploads/2021/03/Superintendents-HPS-Adopted-2021-22-Operating-Budget-web.pdf>



2. Impact of Open Choice

Hartford students in Open Choice pose a disproportionate financial burden to Hartford Public Schools

Year	# SWD students served in non-HPS Magnet schools	Per-Pupil Magnet SWD Student Costs	# SWD students served in Non-HPS Open Choice schools	# SWD outplaced by Non-HPS Open Choice Schools	Per-Pupil Open Choice SWD Costs (not including outplacement)	Per-Pupil Open Choice Outplaced SWD Costs
2017-18	643	\$13.9K	398	32	\$18.2K	\$76.9K
2018-19	722	\$14.9K	485	38	\$18.6K	\$75.7K
2019-20	805	\$15.0K	486	45	\$22.4K	\$81.2K
2020-21	869	\$16.1K	514	46	\$22.6K	\$80.4K
<i>FY17-21 Growth</i>	35.1%	16.2%	29.1%	43.8%	24.3%	4.6%

Revenue Impact: Hartford receives roughly \$7.8K fewer dollars from the state for students enrolled in Open Choice settings¹

Notes: Magnet per-pupil costs use a Snapshot of special ed counts (from SEDAC), whereas Open Choice per-pupil costs use cumulative special ed counts (from the Finance Department's tuition file). Therefore, this is a conservative estimate of the per-pupil gap between Magnet and Open Choice.

¹Revenue impact estimate is based on a 50% reduction in the ECS amount that Hartford Public Schools receives for Hartford students enrolled in an Open Choice district setting

Sources: SEDAC, Finance Department's tuition file

Legislative Recommendations



In order to address the funding inequities raised, and the disproportionate impact on HPS, we recommend focusing legislative action around three core funding issues

1

Increase share of special education funding from CSDE – including fully funding Excess Cost Grant

2

Provide additional funding for Hartford to play more active oversight and advisory role in PPT meetings for students in Open Choice settings

3

Decrease burden for special education costs on sending districts in the Choice system – either by increasing state aid, or creating more cost sharing between sending and receiving districts (Note: this is especially important for Open Choice)

APPENDIX





a) How does the sending district (HBOE) verify residency of Open Choice students on an annual basis? (Both special education students and nonspecial education students)

Students participating in the Regional School Choice process in Hartford Public Schools register at their magnet school through PowerSchool Enrollment and providing documentation of:

- Proof of Guardianship
- Proof of Residency
- Proof of Age

Please note that the SDE requires that students confirm their residency each year. HPS school staff send parents a returning student form to confirm their address or change with proof of address documentation.

MARB Questions



Note that the answers to questions b-d differ significantly depending on whether an HPS student is enrolled in a non-HPS Magnet or non-HPS Open Choice school. For more information, see the School & State Finance Project's Special education Services for Schools of Choice FAQ document [here](#).

b) What magnets, districts, and/or charters invite the sending district to be present at the IEP meeting for the special education child?

- Interdistrict magnet schools: The planning and placement team (PPT) meeting is held by the sending district (HPS), which must invite representatives of the student's LEA.
- Open Choice program districts: The PPT meeting is held by the receiving district, and HPS has not been invited to join.
- Charters: *Same as for Magnets*

c) How is the sending district notified of a student being "placed" in an out-of-district program by the receiving district, magnet, etc.?

- Interdistrict magnet schools: HPS is the LEA for students attending a magnet, so HPS representatives are part of the PPT to make the decision to send students to an out-of-district program.
- Open Choice program districts: HPS is not a part of the PPT meetings and is not "notified" of a student being placed in an out-of-district program by the Open Choice school until HPS receives the tuition bills.
- Charters: *Same as for Magnets*

MARB Questions



d) How is the sending district notified of a student being identified as needing special education services by the receiving district, magnet, etc.?

- Interdistrict magnet schools: If an initial referral is made for an HPS student, an HPS representative schedules the PPT and attends the PPT's.
- Open Choice program districts: Since HPS is not part of the process, they are not notified if a student is being referred to the PPT.
- Charters: *Same as for Magnets*



e) What legislative changes to the Open Choice program would HPS recommend to improve the district's ability to manage special education costs?

1

Increase share of special education funding from CSDE – including fully funding Excess Cost Grant

2

Provide additional funding for Hartford to play more active oversight and advisory role in PPT meetings for students in Open Choice settings

3

Decrease burden for special education costs on sending districts in the Choice system – either by increasing state aid, or creating more cost sharing between sending and receiving districts (Note: this is especially important for Open Choice)

Summary of Data Requests



Section *a* through *h*:
In-district data



Data Requests a), b), c): In-district students



	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
a) Total number of in-district students attending Hartford public schools	19,558	19,151	18,272	17,194	16,792
b) Total number of in-district students identified as needing special education services	3,208	3,268	3,248	3,166	3,139
c) Percentage of in-district students needing special education services	16.4%	17.1%	17.8%	18.4%	18.7%

Notes: “In-district” includes all schools within Hartford Public Schools, including in-district self-contained programs (iGoal, STEP, RISE), PreK Special Ed, HPS Satellite Program, and New Visions. It does not include a small number of students in OPPportunity Academy or Detention Centers.

Sources: PSIS Oct 1 enrollment

Data Requests d), e): HPS Outplaced students



	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
d) Total number of in-district special education students requiring out of district placement for services	533	579	571	536	446
e) Percentage of in-district students requiring out of district placement services	14.2%	15.1%	15.0%	14.5%	12.4%

Notes: This does not include OPPortunity Academy, which is an alternative education program rather than outplacement.

Sources: SEDAC

Data Requests f), g): In-district costs



	2017	2018	2019	2020	2021
f) Total costs for in-district special education services	\$73,133,827	\$71,794,145	\$76,794,039	\$74,643,036	\$74,451,510
In-district special education students	19,558	19,151	18,272	17,194	16,792
g) Per pupil costs for in-district special education services	\$3,739	\$3,749	\$4,203	\$4,341	\$4,434

Notes: Costs include Special Education teachers, Paraprofessionals, Transportation, and All Other Costs (which includes fringe benefits). See past MARB materials linked below for additional detail. Note that these costs are higher than elsewhere in the presentation due to ERS identifying fewer expenditures as dedicated Special Education costs, for the purposes of comparison across districts, than districts might identify.

Sources: [MARB meeting minutes 11.18.21](#), page 76

Data Request h)



h) Table displaying student totals by disability classification, in accordance with IDEA, illustrating 5-year trends by classification

Disability	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Learning Disabilities	36.0%	39.6%	38.9%	39.8%	37.9%
OHI (incl. ADD/ADHD)	19.6%	19.8%	19.2%	19.0%	19.1%
Speech or Language Impairment	15.2%	14.9%	14.9%	14.6%	14.7%
Autism	11.2%	12.9%	12.6%	12.6%	13.2%
Developmental Delay	6.9%	2.5%	4.2%	4.8%	6.2%
Emotional Disturbance	4.9%	3.5%	3.9%	3.7%	3.6%
Intellectual Disability	3.7%	3.9%	3.7%	3.5%	3.4%
Other	2.5%	2.9%	2.5%	2.1%	1.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Notes: “Other” includes Multiple Disabilities, Hearing Impairment, Visual Impairment, Traumatic Brain Injury, and Orthopedic Impairment. This is for in-district special education students only (not outplacement, OPPortunity Academy, or Judicial Centers).

Sources: Frontline

Data Request i)



i) Listing of in-district special education programs and number of students served by each, illustrative 5-year trends.

Program	Student population	School Location	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
STEP	Students 18-22 that have completed high school credits, but require additional functional living skills to be an active member in the community	HS: HPHS	20	31	36	34	33
iGOAL	Students with complex learning, behavioral, cognitive and/or neurodevelopmental profiles	ES: Burns, BTN, MD Fox, Parkville, ELAMS, Rawson MS: Kennelly, Milner HS: HPHS, Weaver	185	195	203	195	181
RISE	Students in need of increased social, emotional, and behavioral supports with access to the mainstream environment	MS: MLK ES: West Middle HS: HPHS, Bulkeley North	80	67	79	57	72

Notes: 2021-22 enrollment is based off of the most recent data from the special education department. Enrollment for other years is based on PSIS Oct 1 enrollment counts. Note that this is a snapshot in time and that enrollment for these programs fluctuates significantly throughout the year.

Section *j* through *l*: Out-of-district data



j) Out-of-District data for each of the above items a) through h). Out-of-district data can be listed in the aggregate for all students attending Open Choice programs and data by individual magnet school, school district, and charter school.

Data Requests j): a)



a) Total number of [Hartford] students attending [out of district programs]	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Magnet	3,885	4,106	4,293	4,578	4,515
Open Choice	2,164	2,201	2,175	2,163	2,117
Open Choice – Outplaced	44	42	52	54	46
Charter	1,676	1,635	1,701	1,672	1,582
Other (CT Tech, Agricultural Science and Technology Education Center)	743	697	690	691	676

Data Requests j): b) and c)



b) Total number of [out of district students] identified as needing special education services	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Magnet	643	722	805	869	894
Open Choice (incl. outplaced)	430	523	531	560	<i>Not yet available</i>
Charter	153	153	150	155	143

c) Percentage of [out of district students] identified as needing special education services	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Magnet	16.6%	17.6%	18.8%	19.0%	19.8%
Open Choice (incl. outplaced)*	19.5%	23.3%	23.8%	25.3%	<i>Not yet available</i>
Charter	9.1%	9.1%	8.8%	9.3%	9.0%

Notes: Magnet and Charter total and special ed counts are an Oct 1 Snapshot.

*Open Choice special ed counts are cumulative for the entire year, since are only tracked through tuition bills. Because special ed percentages for Open Choice are based on cumulative special ed counts but snapshot total enrollment counts, these may be overstated. Open Choice counts for SY21-22 are not yet available since they are based on tuition bills that have not all yet been received as of early 2022.

Sources: Magnet and Charter students counts are from the Special Education Data Application and Collection (SEDAC); Open Choice student counts are from the Finance Department's tuition file

Data Requests j): d) & e)



	SY17-18	SY18-19	SY19-20	SY20-21
Total number of Open Choice special education students	430	523	531	560
d) Total number of Open Choice special education students requiring out of district placement for services	32	38	45	46
e) Percentage of Open Choice special education students requiring out of district placement services	7.4%	7.2%	8.5%	8.2%

Notes: Open Choice special ed counts are cumulative for the entire year, since are only tracked through tuition bills. Open Choice counts for SY21-22 are not yet available since they are based on tuition bills that have not all yet been received as of early 2022.

Students attending non-HPS Magnet and Charter schools that are outplaced are included as part of HPS outplacements, because HPS is part of those placement decisions.

Sources: Finance Department's tuition file

Data Requests j): f) & g)



f) Total costs for [out of district] special education [tuition] (<u>\$M</u>)	SY17-18	SY18-19	SY19-20	SY20-21
Magnet	\$ 8.9	\$ 10.7	\$ 12.0	\$ 14.0
Open Choice	\$ 7.2	\$ 9.0	\$ 10.9	\$ 11.6
Open Choice – Outplaced	\$ 2.5	\$ 2.9	\$ 3.7	\$ 3.7
Charter	\$ 0.4	\$ 2.1	\$ 2.1	\$ 1.6
Total	\$ 19.1	\$ 24.8	\$ 28.8	\$ 30.9

g) Per pupil costs for [out of district] special education [tuition] (<u>\$K</u>)	SY17-18	SY18-19	SY19-20	SY20-21
Magnet	\$ 13.9	\$ 14.9	\$ 15.0	\$ 16.2
Open Choice	\$ 18.2	\$ 18.6	\$ 22.4	\$ 22.6
Open Choice – Outplaced	\$ 76.9	\$ 75.7	\$ 82.1	\$ 80.4
Charter	\$ 2.9	\$ 14.0	\$ 14.1	\$ 10.2

Notes: Magnet and Charter per-pupil costs use a Snapshot of special ed counts (from SEDAC), whereas Open Choice per-pupil costs use cumulative special ed counts (from the Finance Department's tuition file)

Sources: Finance Department's tuition file

Data Requests j): h)



h) Table displaying student totals by disability classification, in accordance with IDEA, illustrating 5-year trends by classification

Magnets

Disability	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Learning Disabilities	36.4%	38.9%	38.5%	38.1%	37.0%
OHI (incl. ADD/ADHD)	19.0%	15.9%	15.7%	15.8%	16.4%
Speech or Language Impairment	17.6%	17.9%	20.2%	20.5%	20.7%
Autism	11.4%	9.7%	9.6%	9.8%	10.9%
Developmental Delay	5.3%	7.1%	6.7%	7.1%	6.7%
Emotional Disturbance	3.4%	3.5%	3.0%	3.0%	2.2%
Intellectual Disability	3.0%	3.0%	2.7%	2.6%	3.0%
Other	4.0%	4.0%	3.6%	3.1%	3.0%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Charters

Disability	SY17-18	SY18-19	SY19-20	SY20-21	SY21-22
Learning Disabilities	41.8%	43.8%	41.3%	41.3%	40.6%
OHI (incl. ADD/ADHD)	19.0%	19.6%	14.0%	15.5%	14.7%
Speech or Language Impairment	18.3%	18.3%	19.3%	21.9%	20.3%
Autism	9.2%	8.5%	8.7%	7.7%	7.0%
Developmental Delay	2.0%	1.3%	4.7%	1.9%	2.8%
Emotional Disturbance	3.3%	1.3%	1.3%	1.3%	1.4%
Intellectual Disability	5.9%	5.2%	5.3%	5.2%	7.0%
Other	0.7%	2.0%	5.3%	5.2%	6.3%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Note: HPS does not have visibility into disability types for Hartford students attending non-HPS Open Choice schools

Notes: The sample size for Charter SWD is small (~150 students), resulting in potentially significant variations from year to year

Sources: SEDAC

Data Requests k)



k) How many Open Choice students are identified as needing special education services after enrollment in the receiving district, magnet etc.? List by year and by district, magnet, charter etc.

	SY18-19	SY19-20	SY20-21	SY21-22
Magnet (CREC, LEARN, Bloomfield)	106	127	87	97
Charter (Achievement First, Jumoke)	14	13	12	15
Other (ASTE, High Road, etc.)	1	0	3	1
Total	121	140	102	113
<i>% of SWD Enrollment in non-HPS Magnets</i>	<i>8.5%</i>	<i>9.3%</i>	<i>5.9%</i>	<i>6.1%</i>
<i>% of SWD Enrollment in non-HPS Charters</i>	<i>9.2%</i>	<i>8.5%</i>	<i>8.0%</i>	<i>9.7%</i>

Note: HPS does not have visibility into when exactly Open Choice students are identified as needing special education services

Data Requests I)



I) How many Open Choice students, regular education and special education, have returned to the sending district annually over the last five years?

Count

	SY18-19	SY19-20	SY20-21	SY21-22
Magnet	111	136	106	116
Open Choice	37	32	26	32
Charter	98	84	59	60
Other	60	36	12	18
Total	338	308	217	242

Percent

SY18-19	SY19-20	SY20-21	SY21-22
2.9%	3.3%	2.5%	2.5%
1.7%	1.4%	1.2%	1.4%
5.8%	5.1%	3.5%	3.6%
8.1%	5.2%	1.7%	2.6%
0.8%	0.7%	0.5%	0.5%

Notes: A student is considered a “returner” if they were enrolled in an out-of-district school the year prior and a Hartford school in the current year. “Other” includes students attending CT Tech and Agricultural Science and Technology Education Centers

Source: PSIS and PSIS R2