

MEMORANDUM

Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board

From: Julian Freund, OPM

Subject: Stipulated Arbitration Award: Hartford Board of Education and Hartford Principals and Supervisors' Association

Date: February 26, 2018

Background

The current collective bargaining agreement between the West Haven Board of Education and the West Haven Federation of Nurses has a term of September 1, 2017 to August 31, 2021, but left wages for FY 2019/20 and FY 2020/21 subject to wage reopeners. A Settlement Agreement on the wage reopeners dated November 5, 2018 was approved by the union and the Board of Education.

This Agreement is not subject to review by the local legislative body (City Council) under the Municipal Employees Relations Act. Section 367 of Public Act 17-2 provides the MARB with the same opportunity as the municipal legislative body to approve or reject collective bargaining agreements or amendments in Tier III municipalities. OPM is currently reviewing what role the MARB may have with regard to MERA contracts negotiated by local boards of education.

Wage Provisions of Settlement Agreement

The Settlement Agreement provides for wage adjustments in FY 2019/20 and FY 2020/21 as follows:

- FY 2019/20: 0% general wage increase with no step advancements
- FY 2020/21: 1% general wage increase with no step advancement

The base salaries for the employees covered in this collective bargaining unit total approximately \$1,030,000 in the adopted FY 2018/19 budget.

The remainder of the Sept. 2017 – Aug. 2021 collective bargaining agreement is unchanged.

Recent History of Wage Increases

The previous contract:

- FY 2018/19: 0% general wage increase except for employees at top step (1%), plus step advancement
- FY 2017/18: 1% plus step advancement

- FY 2016/17: 1.75% plus step advancement
- FY 2015/16: 1.75% plus step advancement

Attachments

- November 5, 2018 Settlement Agreement

HARTFORD BOE ADMINISTRATORS

ASSIGNMENT	2018-19		2019-20		2020-21		2021-22	
	SALARY	SALARY	Incr	SALARY	Incr	SALARY	Incr	
ACTING PRINCIPAL	126,748	126,748	0.00%	126,748	0.00%	131,979	4.13%	
PRINCIPAL	131,606	131,606	0.00%	131,606	0.00%	136,837	3.97%	
PRINCIPAL	131,606	131,606	0.00%	131,606	0.00%	136,837	3.97%	
ACTING PRINCIPAL	132,000	132,000	0.00%	132,000	0.00%	137,231	3.96%	
ASSISTANT PRINCIPAL	135,921	135,921	0.00%	135,921	0.00%	141,152	3.85%	
PRINCIPAL	136,359	136,359	0.00%	136,359	0.00%	141,590	3.84%	
PRINCIPAL	136,359	136,359	0.00%	136,359	0.00%	141,590	3.84%	
PRINCIPAL	136,967	136,967	0.00%	136,967	0.00%	142,198	3.82%	
ACTING PRINCIPAL	137,523	137,523	0.00%	137,523	0.00%	142,754	3.80%	
PRINCIPAL	140,980	140,980	0.00%	140,980	0.00%	146,211	3.71%	
PRINCIPAL	140,980	140,980	0.00%	140,980	0.00%	146,211	3.71%	
PRINCIPAL	140,980	140,980	0.00%	140,980	0.00%	146,211	3.71%	
ASSISTANT PRINCIPAL	141,039	141,039	0.00%	141,039	0.00%	146,270	3.71%	
ACTING PRINCIPAL	142,410	142,410	0.00%	142,410	0.00%	147,641	3.67%	
PRINCIPAL	143,565	143,565	0.00%	143,565	0.00%	147,893	3.01%	
ACTING PRINCIPAL	143,565	143,565	0.00%	143,565	0.00%	147,893	3.01%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
ACTING PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
PRINCIPAL	144,286	144,286	0.00%	144,286	0.00%	147,893	2.50%	
ACTING PRINCIPAL	138,050	138,050	0.00%	138,050	0.00%	145,008	5.04%	
ACTING PRINCIPAL	138,997	138,997	0.00%	138,997	0.00%	145,955	5.01%	
PRINCIPAL	140,000	140,000	0.00%	140,000	0.00%	146,958	4.97%	
PRINCIPAL	149,561	149,561	0.00%	149,561	0.00%	156,518	4.65%	
PRINCIPAL	151,465	151,465	0.00%	151,465	0.00%	158,423	4.59%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
PRINCIPAL	155,861	155,861	0.00%	155,861	0.00%	159,758	2.50%	
ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ACTING ASSISTANT PRINCIPAL	115,669	115,669	0.00%	115,669	0.00%	119,812	3.58%	
ASSISTANT PRINCIPAL	119,516	119,516	0.00%	119,516	0.00%	123,659	3.47%	
ASSISTANT PRINCIPAL	119,516	119,516	0.00%	119,516	0.00%	123,659	3.47%	
ASSISTANT PRINCIPAL	126,307	126,307	0.00%	126,307	0.00%	130,450	3.28%	
ASSISTANT PRINCIPAL	126,939	126,939	0.00%	126,939	0.00%	131,082	3.26%	
SOCIAL STUDIES TEACHER	126,955	126,955	0.00%	126,955	0.00%	131,098	3.26%	
ASSISTANT PRINCIPAL	127,232	127,232	0.00%	127,232	0.00%	131,375	3.26%	
ASSISTANT PRINCIPAL	128,985	128,985	0.00%	128,985	0.00%	132,797	2.96%	
ASSISTANT PRINCIPAL	128,986	128,986	0.00%	128,986	0.00%	132,797	2.95%	
ASSISTANT PRINCIPAL	128,986	128,986	0.00%	128,986	0.00%	132,797	2.95%	
ASSISTANT PRINCIPAL	128,986	128,986	0.00%	128,986	0.00%	132,797	2.95%	
ASSISTANT PRINCIPAL	128,986	128,986	0.00%	128,986	0.00%	132,797	2.95%	

ADMINISTRATOR SETTLEMENTS FOR THE 2018-19 SEASON

Sorted by Date Reported to State

As of 2/20/2019

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

ADMINISTRATOR SETTLEMENTS FOR THE 2018-19 SEASON

Sorted by Date Reported to State

As of 2/20/2019

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

ADMINISTRATOR SETTLEMENTS FOR THE 2018-19 SEASON

Sorted by Date Reported to State

As of 2/20/2019

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

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

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