

TEACHER SETTLEMENTS FOR THE 2024-25 SEASON
AS OF 11/8/2024

Reported	Method	District	% INCLUDING INCREMENT				3 Yr TOTAL	% GWI to SCHEDULE			
			2025-26	2026-27	2027-28	2028-29		2025-26	2026-27	2027-28	2028-29
5/15/24	NEG	Glastonbury (MA Max: 2/32 H)	4.09%	4.13%	4.08%	3.64%	12.30%	3.00%	3.00%	3.00%	3.00%
<p>Total does not include 4th year; Elim. ConnectiCare HMO & HDHP options, PCS for PPO & HMO options incr from 26% incr by 0.5% each yr to 28%, PCS for HDHP incr from 16.5% by 1% each yr to 20.5%; BOE funding of HSA goes from 50% to 45% in yr 1 & 40% in yr 3.</p>											
8/1/24	NEG	Andover (MA Max: 11/15 T)	4.76%	5.07%	6.12%	4.03%	15.95%	3.25%	3.25%	3.25%	3.25%
<p>Total does not include 4th year; PCS for HDHP incr by 2.25% each year.</p>											
	NEG	ISAAC	4.75%	3.92%	3.09%	2.94%	11.76%	2.80%	2.80%	2.45%	0.00%
<p>Total does not include 4th year; bottom step dropped in yr 1 & 2; step for teachers on steps 1-5 only in yrs 1-3, all move up step in yr 4.</p>											
7/10/24	NEG	East Hartford (MA Max: 17/32 H)	3.83%	4.20%	4.15%		12.18%				
<p>GW: YR 1: steps 2-5: 0.50%, steps 6-10: 1.0%, Steps 11-12: 1.5%, Step 13: 2.75%; YR 2 & YR 3: steps 2-5: 1.0%, steps 6-10: 1.5%, Steps 11-12: 2.0%, Step 13: 2.75%; PCS for HDHP incr from 12% to 13% in yr 1, 14% in yr 2 & 15% in yr 3; Eff 7/1/25 deductibles increase from \$2000/4000 to \$2250/4500.</p>											
		Hartford County	4.06%	3.78%	3.92%		11.76%		1.75%		
<p>Yr 1: 3.00% at max; Yr 3: 3% at max.</p>											
8/20/24	NEG	North Haven (MA MAX:24/28 NH)	4.68%	4.55%	4.26%		13.49%				
<p>Each year 1.50% below max and 3.00% at max.</p>											
8/29/24	NEG	Berlin (MA Max: 18/32 H)	4.75%	4.70%	4.63%		14.08%	3.00%	3.00%	3.00%	
<p>PCS for HDHP plan incr from 22% to 22.5% in yr 1 & 23% in yr 2; No reason personal leave days increased from 1 to 2, total stays at 3; stipends increase by 1% each year.</p>											
10/2/24	NEG	Region 16 (MA Max: 19/28 NH)	5.067%	4.760%	4.997%		14.82%				
<p>Yr 1: step & 3.3% at max; Yr 2: step & 3.5% at max; Yr 3: step & 3.3% at max; PCS for HDHP incr from 23% to 23.25% in yr 1, 23.75% in yr 2 & 24.25% in yr 3.</p>											
		New Haven County	4.29%	4.11%	3.69%		12.09%	2.50%	2.50%	2.50%	
<p>PCS for HDHP plan incr from 14% to 14.5% in yr 1, 15% in yr 2 & 15.5% in yr 3.</p>											

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			2025-26	2026-27	2027-28	2028-29	TOTAL	2025-26	2026-27	2027-28	2028-29
10/4/24	MED	Portland (MA Max: 16/16 M)	4.34%	4.42%	4.15%		12.91%				
		Yr 1: step, break bubble, drop 2 bottom steps, 3.50%; Yr 2: step, 1.2% below, 2.8% at max; Yr 3: step, 1.10% below, 2.7% at max; PCS for HDHP plan incr from 20.5% to 21% in yr 1, 21.5% in yr 2 & 22.5% in yr 3, Eff 1/1/26 add wellness program with 1% PCS reduction eff 7/1/27;									
		Litchfield County	6.37%	4.91%	3.69%		14.97%	3.00%			
		Step each year; Yr 2: 3% below max, 0.98% at max; Yr 3: 3% below max, 0.97% at max.									
10/1/24	MED	Plymouth (MA Max: 20/24 L)	3.86%	3.97%	4.42%		12.25%				
		Yr 1: no step, 4.75% below, 2.5% at max; Yr 2: step, 2.5% at max; Yr 3: step, 2.5% at max; break bubble at top on last day of contract; No change in PCS.									
9/17/24	MED	Windsor Locks (MA Max: 29-32 H)	4.57%	4.58%	4.31%		13.46%				
		Yr 1: step, 2% below & 3% at max; Yr 2: 2% below & 3% at max; Yr 3: 2% below & 2.75% at max; PCS for HDHP incr from 20.5% to 21% in yr 1, 21.5% in yr 2.									
		Hartford County	4.28%	3.87%	3.62%		11.77%	3.00%	3.00%	3.00%	
9/23/24	NEG	Madison (MA Max: 22/28 NH)	4.87%	4.75%	4.78%	4.37%	14.40%				
		Total does not include 4th year; In yr 3 drug rider goes from MP4 to Full Managed. No change in PCS.									
9/20/24	NEG	New Fairfield (MA Max: 18/26 F)	4.47%	4.45%	4.32%		13.24%				
		Each Year: step, 1.8% steps 3-14 and 3% step 15 (schedule starts at step 3); PCS incr by 0.5% in yr 1 & yr 3.									
		Tolland County	4.63%	4.44%	4.14%		13.21%	2.75%	2.75%	2.75%	
		Stipends will incr by 2.75% each yr with some other updates; PCS for HDHP incr from 7.5% to 8% in yr 1, 8.5% in yr 2 & 9% in yr 3, note BOE doesn't contribute to HSA; tuition reimbursement budget incr from \$10000 to \$15000.									
9/20/24	MED	Clinton (MA Max: 7/16 M)	4.57%	4.87%	3.80%		13.24%				
		Step each year, Yr 1: 1% below max, 2.95% at max; Yr 2: 1% below max, 2.95% at max; Yr 3: 0.50% below max, 2.95% at max; Split bubble at max on last day of contract; PCS incr by 0.5% in years 2 & 3.									

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			2025-26	2026-27	2027-28	2028-29		2025-26	2026-27	2027-28	2028-29
9/20/24	MED	New Canaan (MA Max: 3/26 F)	4.82%	4.60%	4.54%		13.97%				
<p>In year 1 drop lowest step of schedule after step movement; in year 2 or 3 same; Year 1: step, 1.5% below max, 1% at max; Year 2: step, 1.75% below max, 1.25% at max; Year 3: step, 2% below max, 1.5% at max; In each year after 1 year at max step teachers move or stay off schedule & receive 3.5% GWI. PCS incr from 22.5% to 23% in yr 3.</p>											
10/1/24	MED	Westport (MA Max: 4/26 F)	5.11%	4.65%	4.20%		13.97%	2.75%	2.75%		
<p>Step each year; Year 3: 2.75% below max, 2.87% at max; in years 1 and 2 lowest step is removed from schedule; Year 1: 2 steps added to BA track to adjust for higher salary at max vs MA track at no additional cost; in year 3 break bubble at top of schedule by inserting a step; PCS for SPP incr from 19.5% to 20.5% in yr 1, 21.5% in yr 2 & 22.5% in yr 3.</p>											
		Hartford County	4.66%	4.07%	3.95%		12.68%	3.25%	3.00%	3.00%	
<p>No insurance changes; stipends increase by 2.5% each year.</p>											
		New Haven County	4.58%	4.45%	4.44%	4.25%	13.47%	2.90%	2.90%	2.90%	2.90%
<p>Total does not include 4th year; PCS for HDHP incr from 18% to 18.75% in yr 1, 19.5% in yr 2, 20.25% in yr 3 & 20.75% in yr 4.</p>											
10/3/24	NEG	Marlborough (MA Max: 4/32 H)	3.71%	3.81%	4.12%		11.64%	3.00%	3.00%	3.25%	
<p>Step each year, stipends increase by same % as GWI; PCS for HDHP plan incr from 14% to 14.5% in yr 1 & 15% in yr 3</p>											
9/26/24	MED	Southington (MA Max: 23/32 H)	4.76%	4.51%	4.70%		13.97%				
<p>Step each year, 1.1% below max & 3% at max each year, recalculate step 13 in yrs 2 & 3; No increase in PCS.</p>											
10/4/24	MED	Bethel (MA Max: 24/26 F)	4.43%	4.69%	4.08%		13.20%				
<p>Year 1: step, 2.0% below max, 2.5% at max; Year 2: step, 1.75% below max, 2.5% at max; Year 3: step, 2.0% below max, 2.5% at max; stipends incr by 2% each year; change from SPP to HDHP at \$2000/4000, 50% contrib to HSA, PCS 22% yr 1, 22.5% yr 2;</p>											
		Fairfield County	4.40%	4.40%	4.40%		13.20%	2.25%	2.52%	2.41%	
<p>PCS stays at 20%, add prior auth on RX; add 15 minutes per day.</p>											

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NEG		Sherman (MA Max: 22/26 F)	3.91%	4.27%	3.88%		12.06%	3.00%	3.00%	3.25%	
		Step each year; stipend positions updated and GWI applied to rates each year; for teachers receiving longevity payments after 7/1/25, only YOS in the District will be credited; normal workday defined as 7 hrs 45 min plus total of 50 min bef & after instead of student day & 50 min; PCS for SPP incr from 21.5% to 22% in yr 1, 22.5% in yr 2 & 22.5% in yr 3.									
		Fairfield County	4.27%	4.45%	4.09%		12.81%	3.25%	3.25%	3.00%	
		Step each year, drop bottom 2 steps in year 1.									
		Tolland County	4.87%	4.37%							
		Step and \$2500 at max only each year, drop lowest step in yr 1; No change in PCS, add Health Enhancement Program where employees and dependents must meet wellness requirements or they will pay 10% over the current employee PCS; add LTD benefit.									
		New Haven County	4.48%	4.18%	4.33%		12.99%				
		Year 1: drop lowest step, step, 2.95% at max, smooth betw 14 & 16, Year 2: step, 2.95% at max, smooth betw. 15 & 16, Year 3: step, 0.95% below max, 2.92% at max, smooth step 16; stipends incr by 1% each yr; Misc hourly rates increased.									
		New London County	4.08%	4.64%	4.59%		13.31%				
		Year 1: drop step 1, step, add new penultimate step to all lanes except BA, \$1100 to all steps; Year 2: drop step 2, step, steps 3-11: \$1500, steps 12-17: \$1700; Year 3: drop step 3, step, steps 4-10: \$1900, steps 11-17: \$1850, add'l \$500 to step 14 to smooth; Remove step placement grid for new hires with no changes to current staff placement; Stipends incr by 2% each yr; PCS for SPP incr from 22.5% to 23% in yr 2 & 23.5% in yr 3;									
		Windham County	5.587%	4.436%	5.250%		15.27%				
		Year 1: step, \$250 Mkt Adj to all steps, 1.5% below max, 3% at max; Year 2 & 3: step, 1.50% below max, 3% at max.									
		New London County	4.45%	5.54%	5.03%		15.02%				
		Year 1: step, 2% below & 3% at max; Years 2 & 3: step, BA mkt adj of \$500 & MA & 6th mkt adj of \$1000 then 2% below & 3% at max; PCS incr by 0.5% each year.									
		Fairfield County	4.45%	4.71%	4.53%		13.69%				
		Year 1: step, 1.8% below & 3.45% at max; Year 2: step, 1.75% below & 3.35% at max; Year 3: step, 1.8% below & 3.3% at max; PCS for HDHP incr from 23.5% to 24% in yr 2 & 24.5% in yr 3.									

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			2025-26	2026-27	2027-28	2028-29		2025-26	2026-27	2027-28	2028-29
10/22/24	NEG	Sterling (MA Max: 19/19 W)	5.21%	5.67%	5.83%		16.71%				
		Each year: step, eliminate lowest step & add new penultimate step; Year 1: 1% below max, \$1500 BA max, 5% MA max, 3% 6th yr Max; Year 2: 1% below max, 6% MA max, 5% 6th yr max; Year 3: 1% below max, 6% MA max, 4% 6th yr max;									
		Hartford County	4.14%	4.62%	4.73%		13.49%				
		Year 1: step, add new penultimate to all lanes except BA, 1.25% below & 2.50% at max; Year 2: step, 1.25% below & 2.75% at max; Year 3: step, 1.25% below & 3.00% at max.									
		Hartford County	4.29%	4.72%	4.56%		13.57%	3.00%	3.00%		
		Year 1: restructure schedule; Years 2 & 3: step; No insurance changes.									
		Hartford County	4.60%	4.20%	4.30%		13.10%				
		Information regarding distribution requested; HDHP deductibles incr from \$2500/5000 to \$3000/6000.									
		New London County	4.12%	3.89%	4.01%		12.02%				
		Each Year: step, 2.5% below max, 3.25% at max; Eliminate BA+15 track; PCS for HDHP plan incr from 18% to 19% in yr 2, & 20% in yr 3, add wellness incentive of 1% below negotiated rate to be effective in 28-29; add RX copays of \$5/25/40.									
		Windham County	4.38%	4.34%	4.27%		12.99%				
		Adjustments to schedule to give max steps approx 2.7% increases each year; No change to plan or PCS; stipends incr by 1% each year.									
		Hartford County	5.15%	5.20%	5.04%		15.39%				
		Year 1: drop 3 lowest steps & move up FTEs to new lowest step, step, 2% below max, 3% new max step; Year 2: step, 2% below max, 4% new max step; Year 3: step, 2% below max, 4% new max step; cost data includes an estimated longevity payment; PCS for HDHP incr from 20% to 20.5% in yr 2 & 21% in yr 3; work day reduced from 7 hrs 30 min to 7 hrs, work yr incr from 187 to 190 days.									
		TEACHER AVERAGE:	4.55%	4.49%	4.38%	3.85%		2.91%	2.84%	2.91%	2.29%
		COUNT:	41	41	40	5		15	16	14	4
		Three Year Total:	13.42%					Three Year Total: 8.67%			

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

Note: MA Max refers to the 2024-25 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.

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	2025-26	2026-27	2027-28	2028-29	TOTAL	2025-26	2026-27	2027-28	2028-29

2023-24 SEASON SETTLEMENT SUMMARY, PROVIDED AS A REFERENCE:

	<i>2024-25</i>	<i>2025-26</i>	<i>2026-27</i>	<i>2027-28</i>		<i>2024-25</i>	<i>2025-26</i>	<i>2026-27</i>	<i>2027-28</i>
TEACHER AVERAGE:	4.61%	3.98%	4.02%	4.27%		2.30%	2.32%	2.26%	2.32%
COUNT:	40	40	40	4		12	13	10	2
Three Year Total:	12.61%					Three Year Total: 6.88%			