

HARTFORD BOARD OF EDUCATION
2018-19 AFSCME Negotiations

Scenario 1

2018-19 Salaried Positions

Grade	Step 1	FTE	Cost	Step 2	FTE	Cost	Step 3	FTE	Cost	Step 4	FTE	Cost	
75	30,062		-	31,477		-	32,998	3	98,994				
76	35,531	45	1,598,895	37,202	12	446,424	39,003	54	2,106,162				
76A	30,062		-	31,477		-	32,998		-				
77	38,146	21	801,066	39,911	1	39,911	41,678	15	625,170				
77A	32,302		-	33,779		-	35,279		-				
78	43,448	1	43,448	45,196	2	90,392	46,969		-	48,735	5	243,675	
79	46,094	6	276,564	47,854	5	239,270	49,620		-	51,381	8	411,048	
80	48,735	4	194,940	50,503		-	52,266		-	54,048	4	216,192	
81	48,735		-	50,503		-	52,266		-				
82	39,469	1	39,469	41,231		-	43,008	3	129,024				
83	49,015		-	49,903		-	50,793		-	52,548	13	683,124	
84	56,285	1	56,285	58,537	2	117,074	60,792	5	303,960				
Totals			3,010,667				933,071				3,263,310	1,554,039	
											2018-19 Total Salaried Increase		8,761,087 0.00%

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Scenario 1

2019-20 Salaried Positions

Grade	Step 1	FTE	Cost	Step 2	FTE	Cost	Step 3	FTE	Cost	Step 4	FTE	Cost
32A	12,419			13,249		-	14,086		-	14,907		-
32B	15,526			16,564		-	17,606		-	18,628		-
40A	16,178			17,255		-	18,335		-	19,411		-
40B	19,412			20,692		-	22,003		-	23,295		-
66	50,117			52,605		-	55,129	-	-			
73	26,631			28,069		-	29,460	-	-			
74	31,474			33,171		-	34,809	-	-			
75	30,663			32,107		-	33,658	3	100,974			
76	36,242			37,946	45	1,707,570	39,783	66	2,625,678			
76A	30,663			32,107		-	33,658	-	-			
77	38,909			40,709	21	854,889	42,512	16	680,192			
77A	32,948			34,455		-	35,985	-	-			
78	44,317			46,100	1	46,100	47,908	2	95,816	49,710	5	248,550
79	47,016			48,811	6	292,866	50,612	5	253,060	52,409	8	419,272
80	49,710			51,513	4	206,052	53,311		-	55,129	4	220,516
81	49,710			51,513		-	53,311	-	-			
82	40,258			42,056	1	42,056	43,868	3	131,604			
83	49,995			50,901		-	51,809		-	53,599	13	696,787
84	57,411			59,708	1	59,708	62,008	7	434,056			
	Totals		-			3,209,241			4,321,380			1,585,125
										2019-20 Total Salaried		9,115,746
										Increase		4.05%

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Scenario 1

2020-21 Salaried Positions

Grade	Step 1 FTE	Cost	Step 2 FTE	Cost	Step 3 FTE	Cost	Step 4 FTE	Cost	
75	31,276		32,749		34,331	3	102,993		
76	36,967		38,705		40,579	111	4,504,269		
76A	31,276		32,749		34,331	-	-		
77	39,687		41,523		43,362	37	1,604,394		
77A	33,607		35,144		36,705	-	-		
78	45,203		47,022		48,866	1	48,866	50,704 7 354,928	
79	47,956		49,787		51,624	6	309,744	53,457 13 694,941	
80	50,704		52,543		54,377	4	217,508	56,232 4 224,928	
81	50,704		52,543		54,377	-	-		
82	41,063		42,897		44,745	4	178,980		
83	50,995		51,919		52,845	-		54,671 13 710,723	
84	58,559		60,902		63,248	8	505,984		
Totals		-		-			7,472,738	1,985,520	
								2020-21 Total Salaried	9,458,258
								Increase	3.76%

HARTFORD BOARD OF EDUCATION
2018-19 AFSCME Negotiations
Scenario 1

2017-18 Hourly Positions

Grade	Step 1	FTE	Annual Hours	Cost	Step 2	FTE	Annual Hours	Cost	Step 3	FTE	Annual Hours	Cost	
71A	13.16	32	43,340	570,354.40	14.06	2	2,860	40,211.60	14.86	9	12,430	184,709.80	
71B	14.63			-	15.51			-	16.37			-	
71C	16.15	20	30,800	497,420.00	17.07			-	17.97	5	8,030	144,299.10	
71D	18.28	7	11,000	201,080.00	19.23	5	7,920	152,301.60	20.10	1	1,595	32,059.50	
				1,268,854.40					192,513.20				
2017-18 Total Hourly											1,822,436.00		

2018-19 Hourly Positions

Grade	Step 1	FTE	Annual Hours	Cost	Step 2	FTE	Annual Hours	Cost	Step 3	FTE	Annual Hours	Cost	
71A	13.16	32	43,340	570,354.40	14.06	2	2,860	40,211.60	14.86	9	12,430	184,709.80	
71B	14.63	0	-	-	15.51	0	-	-	16.37	0	-	-	
71C	16.15	20	30,800	497,420.00	17.07	0	-	-	17.97	5	8,030	144,299.10	
71D	18.28	7	11,000	201,080.00	19.23	5	7,920	152,301.60	20.10	1	1,595	32,059.50	
				1,268,854.40					192,513.20				
2018-19 Total Hourly											1,822,436.00		
Increase											0.00%		

2019-20 Hourly Positions

Grade	Step 1	FTE	Annual Hours	Cost	Step 2	FTE	Annual Hours	Cost	Step 3	FTE	Annual Hours	Cost	
71A	13.42			-	14.34	32	43,340.00	621,495.60	15.16	11	15,290	231,796.40	
71B	14.92			-	15.82	0	-	-	16.70	0	-	-	
71C	16.47			-	17.41	20	30,800.00	536,228.00	18.33	5	8,030	147,189.90	
71D	18.65			-	19.61	7	11,000.00	215,710.00	20.50	6	9,515	195,057.50	
				-					1,373,433.60				
2019-20 Total Hourly											1,947,477.40		
Increase											6.86%		

2020-21 Hourly Positions

Grade	Step 1	FTE	Annual Hours	Cost	Step 2	FTE	Annual Hours	Cost	Step 3	FTE	Annual Hours	Cost	
71A	13.69			-	14.63		-	-	15.46	43	58,630	906,419.80	
71B	15.22			-	16.14		-	-	17.03	0	-	-	
71C	16.8			-	17.76		-	-	18.7	25	38,830	726,121.00	
71D	19.02			-	20		-	-	20.91	13	20,515	428,968.65	
				-					-				
2020-21 Total Hourly											2,061,509.45		
Increase											5.86%		

HARTFORD BOARD OF EDUCATION
2018-19 AFSCME Negotiations

**Summary of Three-Year Increases
Scenario 1**

Year	Salaried Cost	\$ Increase	% Increase	Hourly Cost	\$ Increase	% Increase	Total Cost	\$ Increase	% Increase
2017-18	8,761,087			1,822,436.00			10,583,523.00		
2018-19	8,761,087	-	0.00%	1,822,436.00	-	0.00%	10,583,523.00	-	0.00%
2019-20	9,115,746	354,659	4.05%	1,947,477.40	125,041.40	6.86%	11,063,223.40	479,700.40	4.53%
2020-21	9,458,258	342,512	3.76%	2,061,509.45	114,032.05	5.86%	11,519,767.45	456,544.05	4.13%
3-year cumulative increase		697,171	7.96%		239,073	13.12%		936,244	8.85%