



General Assembly

January Session, 2001

Raised Bill No. 6932

LCO No. 4389

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT CONCERNING PAY EQUITY FOR PARAPROFESSIONALS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (a) As used in this section:

2 (1) "School district" means a local or regional school district,
3 regional education service center, cooperative program established
4 pursuant to section 10-158a of the general statutes, or an incorporated
5 or endowed high school or academy eligible to receive tuition
6 payments pursuant to section 10-34 of the general statutes.

7 (2) "Paraprofessional" means an employee of a school district who
8 does not possess a certificate issued by the State Board of Education
9 and who serves as an instructional assistant for such school district.

10 (3) "Rate of pay" means an employee's combined wages and benefits
11 prorated on an hourly basis.

12 (4) "Janitorial employee" means any person employed by a school
13 district as a janitor or custodian.

14 (b) No school district shall pay any of its paraprofessionals at a rate

15 of pay lower than the rate of pay such school district provides to an
16 entry level janitorial employee.

17 (c) Any paraprofessional who believes that a school district has
18 violated the provisions of subsection (b) of this section may file a
19 complaint of such violation with the Labor Commissioner. The
20 complaint shall be in writing, signed and set forth with reasonable
21 particularity the grounds for the complaint. Within a reasonable period
22 of time after receipt of such complaint, the Labor Commissioner shall
23 notify the employer, in writing, of the complaint and permit the
24 employer to demonstrate compliance with the provisions of subsection
25 (b) of this section. If such compliance has not been demonstrated to the
26 satisfaction of the commissioner not later than fourteen days after the
27 mailing of the notification, the commissioner or the commissioner's
28 authorized representative, upon presenting appropriate credentials to
29 the employer, shall inspect, at reasonable times, the school district's
30 wage records. If the commissioner determines that a school district has
31 paid a paraprofessional at a rate of pay less than that paid to one of its
32 entry level janitorial employees, the commissioner shall collect the full
33 amount of the difference in the rate of pay from the effective date of
34 this act.

35 Sec. 2. This act shall take effect July 1, 2001.

Statement of Purpose:

To attract and retain quality paraprofessionals by providing hourly wages and benefits at least equivalent to or greater than that provided to janitors and custodians employed by the same school system.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]