



# Senate

General Assembly

February Session, 2004

**File No. 143**

Senate Bill No. 533

*Senate, March 18, 2004*

The Committee on Education reported through SEN. GAFFEY of the 13th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

## ***AN ACT CONCERNING TEACHERS' EVALUATIONS.***

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

1 Section 1. Subsection (a) of section 10-151b of the general statutes is  
2 repealed and the following is substituted in lieu thereof (*Effective from*  
3 *passage*):

4 (a) The superintendent of each local or regional board of education  
5 shall, in accordance with guidelines established by the State Board of  
6 Education for the development of evaluation programs and such other  
7 guidelines as may be established by mutual agreement between the  
8 local or regional board of education and the teachers' representative  
9 chosen pursuant to section 10-153b, as amended, continuously  
10 evaluate or cause to be evaluated each teacher. An evaluation pursuant  
11 to this subsection shall include, but need not be limited to, strengths,  
12 areas needing improvement and strategies for improvement. Claims of  
13 failure to follow such guidelines for evaluations shall be subject to the  
14 grievance procedure in collective bargaining agreements negotiated

15 subsequent to July 1, 2004. The superintendent shall report the status  
16 of teacher evaluations to the local or regional board of education on or  
17 before June first of each year. For purposes of this section, the term  
18 "teacher" shall include each professional employee of a board of  
19 education, below the rank of superintendent, who holds a certificate or  
20 permit issued by the State Board of Education.

This act shall take effect as follows:	
Section 1	<i>from passage</i>

**ED**      *Joint Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

**OFA Fiscal Note**

**State Impact:**

Agency Affected	Fund-Effect	FY 05 \$	FY 06 \$
Education, Dept.	GF - Cost	Potential	Potential

Note: GF=General Fund

**Municipal Impact:**

Municipalities	Effect	FY 05 \$	FY 06 \$
Local and Regional School Districts	STATE MANDATE - Cost	Potential	Potential

**Explanation**

This bill results in a potential cost to local and regional school districts and the State Vocational-Technical School District as it may result in additional grievance procedures with regard to teacher evaluations. To the degree that such grievances occur this would be a state mandated cost.

**OLR Bill Analysis**

SB 533

**AN ACT CONCERNING TEACHERS' EVALUATIONS****SUMMARY:**

The bill allows teachers and school administrators to file grievances if a school district fails to follow the guidelines specified in its teacher evaluation program.

By law, local school boards must establish and implement evaluation programs that meet both State Board of Education (SBE) guidelines for such programs and any other guidelines the local boards and the unions representing their teachers and administrators mutually agree on. The evaluation programs apply to all professional employees below the rank of superintendent who hold SBE-issued certificates or permits.

Under both current law and the bill, evaluation programs themselves are not subject to collective bargaining. But the bill allows a teacher or administrator to file a grievance claiming that the evaluation procedure a school district followed in a particular case differed from the guidelines set out in its evaluation program. Such grievances may be filed only according to grievance procedures in collective bargaining agreements negotiated after July 1, 2004.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Education Committee

Joint Favorable Report

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