

With regard to collective bargaining, I would suggest the following:

1. Limit bargaining to salary, hours of work and financial benefits, including health and medical insurance. Exclude all matters related to educational policy, student educational outcomes, and any issues that could interfere with providing instruction to students.
2. Eliminate the timetables surrounding collective bargaining, mediation and arbitration. When a contract runs out, it should be the parties to that contract, not the State, who should decide when to begin bargaining, when to call for a mediator, and when to engage in arbitration.
3. There should be provisions in the Law to allow school districts to put together regional or semi-regional coalitions for bargaining purposes, to offset the Statewide ability to do so by CEA.
4. With regard to tenure, enable school districts to remove "ineffective teachers" at any time without going through the current expensive and time-consuming process that favors teachers at the expense of students. I would also endorse the concept of five-year renewable tenure, i.e., if a teacher is deemed to be ineffective at the end of a five year period that teacher must re-apply for appointment to the school system in which he/she is then employed, but has no expectation that he/she will be re-hired.
5. Eliminate the provision that a teacher receiving tenure in another CT school system is eligible for tenure in another school system after only two years of service.
6. Extend the length of time that a teacher is eligible to receive tenure from four years to five years.

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