

Please be advised that we are strong proponents of establishing and enforcing teacher and administrator performance metrics and evaluations in our CT school systems, and tying compensation to successful performance against those metrics.

We are also strongly opposed to the concept of teacher tenure in any form. Tenure should be primarily dependent upon continuing to do a consistently good job, which should be validated and measured by performance metrics of results.

Salaries and benefits (including retirement) for teachers should be limited to the median of salaries in comparable jobs in the private sector within the state. Comparable means roughly equal education, responsibility, time at work, and tenure. While top performer salaries may exceed the averages by a few percentage points, at no time should average salaries or benefits in the public sector exceed those in comparable private sector jobs. Those with poor performance should have salaries and raises that are below average and which reflect the need to improve. If performance does not improve after a year or two of opportunity, then disciplinary steps should include ultimate discharge from teaching within the school system.

Bottom line is that the perception that money is “unlimited” in the public sector because “we can just raise the tax to the public to get more” must have a cap on it. Benchmarks should be set from private sector salary surveys by utilizing jobs with similar education, experience, and responsibility requirements.

While this is not an easy task, it has been solved within the private sector by virtually every medium to large company in existence. The only thing standing in the way of the public sector (including teacher and teacher unions) from accomplishing this is the will to get it done. So failure to accomplish this is only a matter of lack of will.

Please do all you can to direct the upcoming legislation toward the accomplishment of the above guidelines. Please be advised that our future voting will be influenced by how responsibly we see our current legislators defining policy that spends our tax monies.

Feel free to contact us if you wish any further dialogue.

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