



General Assembly

Amendment

January Session, 2013

LCO No. 7608

SB0109707608SD0

Offered by:

SEN. STILLMAN, 20th Dist.
REP. FLEISCHMANN, 18th Dist.
SEN. BOUCHER, 26th Dist.
REP. ACKERT, 8th Dist.
REP. CUEVAS, 75th Dist.
REP. HOLDER-WINFIELD, 94th
Dist.

REP. MCCRORY, 7th Dist.
REP. MCGEE, 5th Dist.
REP. MILLER P., 145th Dist.
REP. ROJAS, 9th Dist.
REP. VARGAS, 6th Dist.

To: Subst. Senate Bill No. 1097

File No. 544

Cal. No. 389

"AN ACT CONCERNING REVISIONS TO THE EDUCATION REFORM ACT OF 2012."

1 Strike sections 1 and 2 in their entirety and insert the following in
2 lieu thereof:

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 Section 10-151b of the general statutes is repealed and the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

5 (a) The superintendent of each local or regional board of education
6 shall annually evaluate or cause to be evaluated each teacher, [in
7 accordance with guidelines established by the State Board of
8 Education, pursuant to subsection (c) of this section, and such other
9 guidelines as may be established by mutual agreement between the
10 local or regional board of education and the teachers' representative

11 chosen pursuant to section 10-153b, and] and for the school year
12 commencing July 1, 2013, and each school year thereafter, such annual
13 evaluations shall be the teacher evaluation and support program
14 adopted pursuant to subsection (b) of this section. The superintendent
15 may conduct additional formative evaluations toward producing an
16 annual summative evaluation. An evaluation pursuant to this
17 subsection shall include, but need not be limited to, strengths, areas
18 needing improvement, strategies for improvement and multiple
19 indicators of student academic growth. Claims of failure to follow the
20 established procedures of such teacher evaluation and support
21 [programs] program shall be subject to the grievance procedure in
22 collective bargaining agreements negotiated subsequent to July 1, 2004.
23 In the event that a teacher does not receive a summative evaluation
24 during the school year, such teacher shall receive a "not rated"
25 designation for such school year. The superintendent shall report (1)
26 the status of teacher evaluations to the local or regional board of
27 education on or before June first of each year, and (2) the status of the
28 implementation of the teacher evaluation and support program,
29 including the frequency of evaluations, aggregate evaluation ratings,
30 the number of teachers who have not been evaluated and other
31 requirements as determined by the Department of Education, to the
32 Commissioner of Education on or before June thirtieth of each year.
33 For purposes of this section, the term "teacher" shall include each
34 professional employee of a board of education, below the rank of
35 superintendent, who holds a certificate or permit issued by the State
36 Board of Education.

37 (b) [(1)] Except as provided in subsection (d) of this section, not later
38 than September 1, 2013, each local and regional board of education
39 shall [develop] adopt and implement a teacher evaluation [programs]
40 and support program that is consistent with the guidelines for a model
41 teacher evaluation and support program adopted by the State Board of
42 Education, pursuant to subsection (c) of this section, such other
43 guidelines as may be established by mutual agreement between the
44 local or regional board of education and the teachers' representative

45 chosen pursuant to section 10-153b, and [consistent with] the plan
46 developed, [in accordance with the provisions of] pursuant to
47 subsection (b) of section 10-220a, as amended by this act. Such teacher
48 evaluation and support program shall be developed through mutual
49 agreement between the local or regional board of education and the
50 professional development and evaluation committee for the school
51 district, established pursuant to subsection (b) of section 10-220a, as
52 amended by this act. If a local or regional board of education is unable
53 to develop a teacher evaluation and support program through mutual
54 agreement with such professional development and evaluation
55 committee, then such board of education and such professional
56 development and evaluation committee shall consider the model
57 teacher evaluation and support program adopted by the State Board of
58 Education, pursuant to subsection (c) of this section, and such board of
59 education may adopt, through mutual agreement with such
60 professional development and evaluation committee, such model
61 teacher evaluation and support program. If a local or regional board of
62 education and the professional development and evaluation committee
63 are unable to mutually agree on the adoption of such model teacher
64 evaluation and support program, then such board of education shall
65 adopt and implement a teacher evaluation and support program
66 developed by such board of education, provided such teacher
67 evaluation and support program is consistent with the guidelines
68 adopted by the State Board of Education, pursuant to subsection (c) of
69 this section, such other guidelines as may be established by mutual
70 agreement between the local or regional board of education and the
71 teachers' representative chosen pursuant to section 10-153b, and the
72 plan developed, pursuant to subsection (b) of section 10-220a, as
73 amended by this act. Each local and regional board of education may
74 commence implementation of the teacher evaluation and support
75 program adopted pursuant to this subsection in accordance with a
76 teacher evaluation and support program implementation plan adopted
77 pursuant to subsection (e) of this section.

78 [(2) Not later than June thirtieth of each year, each superintendent

79 shall report to the Commissioner of Education the status of the
80 implementation of teacher evaluations, including the frequency of
81 evaluations, aggregate evaluation ratings, the number of teachers who
82 have not been evaluated and other requirements as determined by the
83 Department of Education.]

84 (c) (1) On or before July 1, 2012, the State Board of Education shall
85 adopt, in consultation with the Performance Evaluation Advisory
86 Council established pursuant to section 10-151d, as amended by this
87 act, guidelines for a model teacher evaluation and support program.
88 Such guidelines shall include, but not be limited to, [(1)] (A) the use of
89 four performance evaluations designators: Exemplary, proficient,
90 developing and below standard; [(2)] (B) the use of multiple indicators
91 of student academic growth and development in teacher evaluations;
92 [(3)] (C) methods for assessing student academic growth and
93 development; [(4)] (D) a consideration of control factors tracked by the
94 state-wide public school information system, pursuant to subsection
95 (c) of section 10-10a, that may influence teacher performance ratings,
96 including, but not limited to, student characteristics, student
97 attendance and student mobility; [(5)] (E) minimum requirements for
98 teacher evaluation instruments and procedures, including scoring
99 systems to determine exemplary, proficient, developing and below
100 standard ratings; [(6)] (F) the development and implementation of
101 periodic training programs regarding the teacher evaluation and
102 support program to be offered by the local or regional board of
103 education or regional educational service center for the school district
104 to teachers who are employed by such local or regional board of
105 education and whose performance is being evaluated and to
106 administrators who are employed by such local or regional board of
107 education and who are conducting performance evaluations; [(7)] (G)
108 the provision of professional development services based on the
109 individual or group of individuals' needs that are identified through
110 the evaluation process; [(8)] (H) the creation of individual teacher
111 improvement and remediation plans for teachers whose performance
112 is developing or below standard, designed in consultation with such

113 teacher and his or her exclusive bargaining representative for certified
114 teachers chosen pursuant to section 10-153b, and that [(A)] (i) identify
115 resources, support and other strategies to be provided by the local or
116 regional board of education to address documented deficiencies, [(B)]
117 (ii) indicate a timeline for implementing such resources, support, and
118 other strategies, in the course of the same school year as the plan is
119 issued, and [(C)] (iii) include indicators of success including a
120 summative rating of proficient or better immediately at the conclusion
121 of the improvement and remediation plan; [(9)] (I) opportunities for
122 career development and professional growth; and [(10)] (II) a validation
123 procedure to audit evaluation ratings of exemplary or below standard
124 by the department [,] or a third-party entity approved by the
125 department, [,] to validate such exemplary or below standard
126 evaluation ratings. The State Board of Education, following the
127 completion of the teacher evaluation and support pilot program,
128 pursuant to section 10-151f, and the submission of the study of such
129 pilot program, pursuant to section 10-151g, shall validate the
130 guidelines adopted under this subsection.]

131 (2) On or before July 1, 2013, the State Board of Education shall
132 adopt, in consultation with the Performance Evaluation Advisory
133 Council established pursuant to section 10-151d, as amended by this
134 act, a model teacher evaluation and support program that is consistent
135 with the guidelines adopted pursuant to subdivision (1) of this
136 subsection.

137 (3) The State Board of Education shall, following the completion of
138 the teacher evaluation and support pilot program, pursuant to section
139 10-151f, as amended by this act, and the submission of the study of
140 such pilot program, pursuant to section 10-151g, as amended by this
141 act, review and may revise, as necessary, the guidelines for a model
142 teacher evaluation and support program and the model teacher
143 evaluation and support program adopted under this subsection.

144 (d) The State Board of Education may waive the provisions of
145 [subdivision (1) of] subsection (b) of this section for any local or

146 regional board of education that [has developed] adopted a teacher
147 evaluation program prior to [the validation of the model teacher
148 evaluation and support program guidelines described in subsection (c)
149 of this section and] July 1, 2013, that the State Board of Education
150 determines is in substantial compliance with [such] the guidelines for a
151 model teacher evaluation and support program. [guidelines.]

152 (e) Notwithstanding the implementation deadline of September 1,
153 2013, set forth in subsection (b) of this section, a local or regional board
154 of education may phase in full implementation of the teacher
155 evaluation and support program adopted pursuant to said subsection
156 (b) during the school years commencing July 1, 2013, and July 1, 2014,
157 pursuant to a teacher evaluation and support program implementation
158 plan (1) adopted by the State Board of Education, in consultation with
159 the Performance Evaluation Advisory Council, not later than July 1,
160 2013, or (2) developed through mutual agreement with the
161 professional development and evaluation committee for the school
162 district, established pursuant to subsection (b) of section 10-220a, as
163 amended by this act, not later than November 1, 2013.

164 Sec. 2. Subsections (a) and (b) of section 10-220a of the general
165 statutes are repealed and the following is substituted in lieu thereof
166 (*Effective from passage*):

167 (a) Each local or regional board of education shall provide an in-
168 service training program for its teachers, administrators and pupil
169 personnel who hold the initial educator, provisional educator or
170 professional educator certificate. Such program shall provide such
171 teachers, administrators and pupil personnel with information on (1)
172 the nature and the relationship of drugs, as defined in subdivision (17)
173 of section 21a-240, and alcohol to health and personality development,
174 and procedures for discouraging their abuse, (2) health and mental
175 health risk reduction education which includes, but need not be
176 limited to, the prevention of risk-taking behavior by children and the
177 relationship of such behavior to substance abuse, pregnancy, sexually
178 transmitted diseases, including HIV-infection and AIDS, as defined in

179 section 19a-581, violence, teen dating violence, domestic violence, child
180 abuse and youth suicide, (3) the growth and development of
181 exceptional children, including handicapped and gifted and talented
182 children and children who may require special education, including,
183 but not limited to, children with attention-deficit hyperactivity
184 disorder or learning disabilities, and methods for identifying, planning
185 for and working effectively with special needs children in a regular
186 classroom, including, but not limited to, implementation of student
187 individualized education programs, (4) school violence prevention,
188 conflict resolution, the prevention of and response to youth suicide
189 and the identification and prevention of and response to bullying, as
190 defined in subsection (a) of section 10-222d, except that those boards of
191 education that implement any evidence-based model approach that is
192 approved by the Department of Education and is consistent with
193 subsection (d) of section 10-145a, [subsection (a) of section 10-220a,]
194 sections 10-222d, 10-222g and 10-222h, subsection (g) of section 10-233c
195 and sections 1 and 3 of public act 08-160, shall not be required to
196 provide in-service training on the identification and prevention of and
197 response to bullying, (5) cardiopulmonary resuscitation and other
198 emergency life saving procedures, (6) computer and other information
199 technology as applied to student learning and classroom instruction,
200 communications and data management, (7) the teaching of the
201 language arts, reading and reading readiness for teachers in grades
202 kindergarten to three, inclusive, (8) second language acquisition in
203 districts required to provide a program of bilingual education
204 pursuant to section 10-17f, (9) the requirements and obligations of a
205 mandated reporter. Each local and regional board of education may
206 allow any paraprofessional or noncertified employee to participate, on
207 a voluntary basis, in any in-service training program provided
208 pursuant to this section, and (10) the teacher evaluation and support
209 program [developed] adopted pursuant to subsection (b) of section 10-
210 151b, as amended by this act. The State Board of Education, within
211 available appropriations and utilizing available materials, shall assist
212 and encourage local and regional boards of education to include: (A)
213 Holocaust and genocide education and awareness; (B) the historical

214 events surrounding the Great Famine in Ireland; (C) African-American
215 history; (D) Puerto Rican history; (E) Native American history; (F)
216 personal financial management; (G) domestic violence and teen dating
217 violence; and (H) topics approved by the state board upon the request
218 of local or regional boards of education as part of in-service training
219 programs pursuant to this subsection.

220 (b) Not later than a date prescribed by the commissioner, each local
221 and regional board of education shall establish a professional
222 development and evaluation committee consisting of certified
223 employees, and such other school personnel as the board deems
224 appropriate, including representatives of the exclusive bargaining
225 representative for such employees chosen pursuant to subsection (b) of
226 section 10-153. The duties of such committees shall include, but not be
227 limited to, participation in the development or adoption of a teacher
228 evaluation and support program for the district, pursuant to section
229 10-151b, as amended by this act, and the development, evaluation and
230 annual updating of a comprehensive local professional development
231 plan for certified employees of the district. Such plan shall: (1) Be
232 directly related to the educational goals prepared by the local or
233 regional board of education pursuant to subsection (b) of section 10-
234 220, (2) on and after July 1, 2011, be developed with full consideration
235 of the priorities and needs related to student outcomes as determined
236 by the State Board of Education, and (3) provide for the ongoing and
237 systematic assessment and improvement of both teacher evaluation
238 and professional development of the professional staff members of
239 each such board, including personnel management and evaluation
240 training or experience for administrators, shall be related to regular
241 and special student needs and may include provisions concerning
242 career incentives and parent involvement. The State Board of
243 Education shall develop guidelines to assist local and regional boards
244 of education in determining the objectives of the plans and in
245 coordinating staff development activities with student needs and
246 school programs."

247 Strike sections 6 to 8, inclusive, in their entirety and insert the
248 following in lieu thereof:

249 "Sec. 6. Subsection (b) of section 10-151f of the general statutes is
250 repealed and the following is substituted in lieu thereof (*Effective from*
251 *passage*):

252 (b) The teacher evaluation and support pilot program described in
253 subdivision (1) of subsection (a) of this section shall (1) assess and
254 evaluate the implementation of a teacher evaluation and support
255 program [developed] adopted by a local or regional board of
256 education pursuant to subsection (b) of section 10-151b, as amended by
257 this act, that is in compliance with the guidelines for a model teacher
258 evaluation and support program or the model teacher evaluation and
259 support program adopted pursuant to subsection (c) of section 10-
260 151b, as amended by this act, (2) identify district needs for technical
261 assistance and support in implementing such teacher evaluation and
262 support program, (3) provide training to administrators in how to
263 conduct performance evaluations under the teacher evaluation and
264 support program, (4) provide orientation to teachers being evaluated
265 under the teacher evaluation and support program, (5) include a
266 validation process for performance evaluations to be conducted by the
267 Department of Education, or the department's designee, and (6)
268 provide funding for the administration of the teacher evaluation and
269 support program developed by the local or regional board of
270 education.

271 Sec. 7. Subsection (b) of section 10-151g of the general statutes is
272 repealed and the following is substituted in lieu thereof (*Effective from*
273 *passage*):

274 (b) Upon completion of such study, but not later than January 1,
275 2014, the Neag School of Education at The University of Connecticut
276 shall (1) submit to the State Board of Education such study and any
277 [recommendation concerning validation of the] recommendations
278 concerning revisions to the guidelines for a model teacher evaluation

279 and support program [guidelines] or model teacher evaluation and
280 support program adopted by the State Board of Education pursuant to
281 subsection (c) of section 10-151b, as amended by this act, and (2)
282 submit such study and any such recommendations to the joint
283 standing committee of the General Assembly having cognizance of
284 matters relating to education, in accordance with the provisions of
285 section 11-4a.

286 Sec. 8. Section 10-151h of the general statutes is repealed and the
287 following is substituted in lieu thereof (*Effective from passage*):

288 [Prior to the implementation of] (a) For the school year commencing
289 July 1, 2013, prior to any evaluation conducted under the teacher
290 evaluation and support program [developed] adopted pursuant to
291 subsection (b) of section 10-151b, as amended by this act, [but not later
292 than July 1, 2014,] each local and regional board of education shall
293 conduct training programs for all evaluators and orientation for all
294 teachers employed by such board relating to the provisions of such
295 teacher evaluation and support program [developed] adopted by such
296 board of education. Such training shall provide instruction to
297 evaluators in how to conduct proper performance evaluations prior to
298 conducting an evaluation under the teacher evaluation and support
299 program. Such orientation shall be completed by each teacher before a
300 teacher receives an evaluation under the teacher evaluation and
301 support program. For purposes of this section, the term "teacher" shall
302 include each professional employee of a board of education, below the
303 rank of superintendent, who holds a certificate or permit issued by the
304 State Board of Education.

305 (b) For the school year commencing July 1, 2014, and each school
306 year thereafter, each local and regional board of education shall (1)
307 conduct the training programs and orientation described in subsection
308 (a) of this section at least biennially to all evaluators and teachers
309 employed by such board, (2) conduct such training programs for all
310 new evaluators prior to any evaluations conducted by such evaluators,
311 and (3) provide such orientation to all new teachers hired by such

312 board before such teachers receive an evaluation."

313 Strike section 10 in its entirety and renumber the remaining sections
314 and internal references accordingly

315 Strike section 14 in its entirety and insert the following in lieu
316 thereof:

317 "Sec. 14. Section 10-145r of the general statutes is repealed and the
318 following is substituted in lieu thereof (*Effective July 1, 2013*):

319 For the school year commencing July 1, 2014, and [each school year]
320 biennially thereafter, the local or regional board of education [for all
321 certified employees who hold] that employs a certified individual who
322 holds an initial, provisional or professional educator certificate with an
323 early childhood nursery through grade three or an elementary
324 endorsement [and are employed] in a position requiring such an
325 endorsement in kindergarten to grade three, inclusive, shall require
326 [all such certified employees to take the practice version of] each such
327 certified individual to take a survey on reading instruction, developed
328 by the Department of Education that is based on the reading
329 instruction examination approved by the State Board of Education on
330 April 1, 2009, [. Each local and regional board of education shall
331 annually report the results of such practice examination to the
332 Department of Education.] or a comparable reading instruction
333 examination with minimum standards that are equivalent to the
334 examination approved by the State Board of Education on April 1,
335 2009. The department shall design such survey in a manner that
336 identifies the strengths and weaknesses of such certified individuals in
337 reading instruction practices and knowledge on an individual, school
338 and district level. Such survey shall be administered at no financial
339 cost to such certified individual and in a manner that protects the
340 anonymity of such certified individual. The results of such survey shall
341 not be included as part of any summative ratings for performance
342 evaluations, conducted pursuant to section 10-151b, as amended by
343 this act, and not be subject to disclosure under the Freedom of

344 Information Act, as defined in section 1-200. Such results shall be used
345 for the purpose of improving reading instruction by developing
346 student learning objectives and teacher practice goals that will be
347 included in the professional development conducted pursuant to
348 section 10-148b, as amended by this act, for such certified individuals."

349 Strike sections 16 and 17 in their entirety and insert the following in
350 lieu thereof:

351 "Sec. 16. Subsection (f) of section 10-145d of the general statutes is
352 repealed and the following is substituted in lieu thereof (*Effective from*
353 *passage*):

354 (f) An endorsement issued prior to July 1, 2013, to teach elementary
355 education grades one to six, inclusive, shall be valid for grades
356 kindergarten to six, inclusive, and for such an endorsement issued on
357 or after July 1, 2013, the endorsement shall be valid for grades one to
358 six, inclusive, except such an endorsement issued between July 1, 2013,
359 and July 1, 2017, to any student who was admitted to a teacher
360 preparation program, as defined in section 10-10a, in the certification
361 endorsement area of elementary education on or before the start of the
362 fall semester of 2012, and successfully completes such program, shall
363 be valid for grades kindergarten to six, inclusive. An endorsement to
364 teach comprehensive special education grades one to twelve, inclusive,
365 shall be valid for grades kindergarten to twelve, inclusive, provided,
366 on and after [July] September 1, 2013, any (1) certified employee [with
367 such] applying for a comprehensive special education endorsement, or
368 (2) applicant for an initial, provisional or professional educator
369 certificate and a comprehensive special education endorsement
370 [achieves] shall achieve a satisfactory score on the reading instruction
371 examination approved by the State Board of Education on April 1,
372 2009, or a comparable reading instruction examination with minimum
373 standards that are equivalent to the examination approved by the State
374 Board of Education on April 1, 2009.

375 Sec. 17. Subsection (i) of section 10-145d of the general statutes is

376 repealed and the following is substituted in lieu thereof (*Effective from*
377 *passage*):

378 (i) On and after [July] September 1, 2013, any (1) certified employee
379 [with] applying for a remedial reading, [and] remedial language arts or
380 reading consultant endorsement, or (2) applicant for an initial,
381 provisional or professional educator certificate and a remedial reading,
382 remedial language arts or reading consultant endorsement shall
383 achieve a satisfactory score on the reading instruction examination
384 approved by the State Board of Education on April 1, 2009, or a
385 comparable reading instruction examination with minimum standards
386 that are equivalent to the examination approved by the State Board of
387 Education on April 1, 2009."

388 After the last section, add the following and renumber sections and
389 internal references accordingly:

390 "Sec. 501. Subsection (a) of section 10-148b of the general statutes is
391 repealed and the following is substituted in lieu thereof (*Effective July*
392 *1, 2013*):

393 (a) On or before July 1, 2013, the Commissioner of Education shall
394 create a program of professional development for teachers, as defined
395 in section 10-144d, and principals in scientifically-based reading
396 research and instruction, as defined in section 10-14u. Such program of
397 professional development shall (1) count towards the professional
398 development requirements pursuant to section 10-148a, (2) be based on
399 data collected from student reading assessments, (3) provide
400 differentiated and intensified training in reading instruction for
401 teachers, (4) outline how mentor teachers who will train teachers in
402 reading instruction, (5) outline how model classrooms will be
403 established in schools for reading instruction, (6) inform principals on
404 how to evaluate classrooms and teacher performance in scientifically-
405 based reading research and instruction, and (7) be job-embedded and
406 local whenever possible. In the case of any certified individual who is
407 required to complete the reading instruction survey, pursuant to

408 section 10-145r, as amended by this act, the program of professional
409 development for such individual shall be designed using the results of
410 such survey, in accordance with said section 10-145r.

411 Sec. 502. Subsection (b) of section 10-153d of the general statutes is
412 repealed and the following is substituted in lieu thereof (*Effective from*
413 *passage*):

414 (b) The local or regional board of education and the organization
415 designated or elected as the exclusive representative for the
416 appropriate unit, through designated officials or their representatives,
417 shall have the duty to negotiate with respect to salaries, hours and
418 other conditions of employment about which either party wishes to
419 negotiate. For purposes of this subsection and sections 10-153a, 10-
420 153b and 10-153e to 10-153g, inclusive, (1) "hours" shall not include the
421 length of the student school year, the scheduling of the student school
422 year, the length of the student school day, the length and number of
423 parent-teacher conferences and the scheduling of the student school
424 day, except for the length and the scheduling of teacher lunch periods
425 and teacher preparation periods and (2) "other conditions of
426 employment" shall not include the establishment or provisions of any
427 retirement incentive plan authorized by section 10-183jj or the
428 development or adoption of teacher evaluation and support programs,
429 pursuant to section 10-151b, as amended by this act. Such negotiations
430 shall commence not less than two hundred ten days prior to the
431 budget submission date. Any local board of education shall file
432 forthwith a signed copy of any contract with the town clerk and with
433 the Commissioner of Education. Any regional board of education shall
434 file forthwith a signed copy of any such contract with the town clerk in
435 each member town and with the Commissioner of Education. Upon
436 receipt of a signed copy of such contract the clerk of such town shall
437 give public notice of such filing. The terms of such contract shall be
438 binding on the legislative body of the local or regional school district,
439 unless such body rejects such contract at a regular or special meeting
440 called and convened for such purpose within thirty days of the filing

441 of the contract. If a vote on such contract is petitioned for in accordance
 442 with the provisions of section 7-7, in order to reject such contract, a
 443 minimum number of those persons eligible to vote equal to fifteen per
 444 cent of the electors of such local or regional school district shall be
 445 required to participate in the voting and a majority of those voting
 446 shall be required to reject. Any regional board of education shall call a
 447 district meeting to consider such contract within such thirty-day
 448 period if the chief executive officer of any member town so requests in
 449 writing within fifteen days of the receipt of the signed copy of the
 450 contract by the town clerk in such town. The body charged with
 451 making annual appropriations in any school district shall appropriate
 452 to the board of education whatever funds are required to implement
 453 the terms of any contract not rejected pursuant to this section. All
 454 organizations seeking to represent members of the teaching profession
 455 shall be accorded equal treatment with respect to access to teachers,
 456 principals, members of the board of education, records, mail boxes and
 457 school facilities and, in the absence of any recognition or certification
 458 as the exclusive representative as provided by section 10-153b,
 459 participation in discussions with respect to salaries, hours and other
 460 conditions of employment."

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|---|---------------------|--------------------|
| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | <i>from passage</i> | 10-151b |
| Sec. 2 | <i>from passage</i> | 10-220a(a) and (b) |
| Sec. 6 | <i>from passage</i> | 10-151f(b) |
| Sec. 7 | <i>from passage</i> | 10-151g(b) |
| Sec. 8 | <i>from passage</i> | 10-151h |
| Sec. 14 | <i>July 1, 2013</i> | 10-145r |
| Sec. 16 | <i>from passage</i> | 10-145d(f) |
| Sec. 17 | <i>from passage</i> | 10-145d(i) |
| Sec. 501 | <i>July 1, 2013</i> | 10-148b(a) |
| Sec. 502 | <i>from passage</i> | 10-153d(b) |