OLR Bill Analysis
sHB 7224

AN ACT CONCERNING PARAEDUCATOR PAY EQUITY.

SUMMARY

This bill requires the education commissioner to periodically evaluate classifications of noncertified board of education employees (e.g., paraprofessionals, office support staff, custodians, and others) to determine if the classifications are appropriately compensated based upon appropriate and objective job-related criteria. The evaluation must be done at least every five years. The bill does not provide a deadline for the first evaluation and does not indicate what entity is to receive it.

The bill requires the evaluation criteria to include, at a minimum, (1) knowledge and skill, (2) mental and physical effort, and (3) accountability. The commissioner must establish evaluation committees, consisting of representatives of local and regional boards of education, management, and employees in the evaluated classifications.

The commissioner must also determine ratings with assigned factor values for each classification. The ratings may be considered (presumably, by boards of education) in setting compensation for these employees subject to any applicable paraprofessional (i.e., paraeducator) union agreement or municipal employee union agreement. The bill states that the ratings do not require any classification’s compensation to be modified.

Any position may be excluded from the evaluation upon the agreement of the commissioner and the union representing the employees in the position.

EFFECTIVE DATE: January 1, 2020
COMMITTEE ACTION
Labor and Public Employees Committee

Joint Favorable Substitute
Yea  13   Nay  0      (03/14/2019)