



General Assembly

**Amendment**

January Session, 2023

LCO No. 8154



Offered by:

REP. CURREY, 11<sup>th</sup> Dist.

REP. MCCARTY K., 38<sup>th</sup> Dist.

SEN. MCCRORY, 2<sup>nd</sup> Dist.

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To: Subst. House Bill No. 6880

File No. 757

Cal. No. 361

**"AN ACT CONCERNING ASSORTED REVISIONS AND ADDITIONS  
TO THE EDUCATION STATUTES."**

1 Strike everything after the enacting clause and substitute the  
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective from passage*) On and after July 1, 2022, the  
4 preservice performance assessment, edTPA, as adopted by the State  
5 Board of Education on December 7, 2016, shall be used exclusively as an  
6 accountability tool for teacher preparation programs, as defined in  
7 section 10-10a of the general statutes, offered at institutions of higher  
8 education in the state. The results of such preservice performance  
9 assessment shall not be used by the State Board of Education to deny an  
10 application for the issuance of an initial educator certificate under  
11 section 10-145b of the general statutes.

12 Sec. 2. Subsection (d) of section 10-151 of the general statutes is

13 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
14 *2023*):

15 (d) The contract of employment of a teacher who has attained tenure  
16 shall be continued from school year to school year, except that it may be  
17 terminated at any time for one or more of the following reasons: (1)  
18 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is  
19 notified on or after July 1, 2014, that termination is under consideration  
20 due to incompetence or ineffectiveness, the determination of  
21 incompetence or ineffectiveness is based on evaluation of the teacher  
22 using teacher evaluation guidelines established pursuant to section 10-  
23 151b, as amended by this act; (2) insubordination against reasonable  
24 rules of the board of education; (3) moral misconduct; (4) disability, as  
25 shown by competent medical evidence; (5) elimination of the position to  
26 which the teacher was appointed or loss of a position to another teacher,  
27 if no other position exists to which such teacher may be appointed if  
28 qualified, provided such teacher, if qualified, shall be appointed to a  
29 position held by a teacher who has not attained tenure, and provided  
30 further that determination of the individual contract or contracts of  
31 employment to be terminated shall be made in accordance with either  
32 (A) a provision for a layoff procedure agreed upon by the board of  
33 education and the exclusive employees' representative organization, or  
34 (B) in the absence of such agreement, a written policy of the board of  
35 education; or (6) other [due and sufficient] just cause. Nothing in this  
36 section or in any other section of the general statutes or of any special  
37 act shall preclude a board of education from making an agreement with  
38 an exclusive bargaining representative which contains a recall  
39 provision. Prior to terminating a contract, the superintendent shall give  
40 the teacher concerned a written notice that termination of such teacher's  
41 contract is under consideration and give such teacher a statement of the  
42 reasons for such consideration of termination. Not later than ten  
43 calendar days after receipt of written notice by the superintendent that  
44 contract termination is under consideration, such teacher may file with  
45 the local or regional board of education a written request for a hearing.  
46 [A board of education may designate a subcommittee of three or more

47 board members to conduct hearings and submit written findings and  
48 recommendations to the board for final disposition in the case of  
49 teachers whose contracts are terminated.] Such hearing shall commence  
50 not later than fifteen calendar days after receipt of such request, unless  
51 the parties mutually agree to an extension, not to exceed fifteen calendar  
52 days [(A) before the board of education or a subcommittee of the board,  
53 or (B) if indicated in such request or if designated by the board] before  
54 an impartial hearing officer chosen by the teacher and the  
55 superintendent. If the parties are unable to agree upon the choice of a  
56 hearing officer not later than five calendar days after the decision to use  
57 a hearing officer, the hearing officer shall be selected with the assistance  
58 of the American Arbitration Association using its expedited selection  
59 process and in accordance with its rules for selection of a neutral  
60 arbitrator in grievance arbitration. If the hearing officer is not selected  
61 with the assistance of such association after five days, the hearing shall  
62 be held before the board of education or a subcommittee of the board.  
63 When the reason for termination is incompetence or ineffectiveness, the  
64 hearing shall [(i) (A)] address the question of whether the performance  
65 evaluation ratings of the teacher were determined in good faith in  
66 accordance with the program adopted by the local or regional board of  
67 education pursuant to section 10-151b, as amended by this act, and were  
68 reasonable in light of the evidence presented, and [(ii) (B)] be limited to  
69 twelve total hours of evidence and testimony, with each side allowed  
70 not more than six hours to present evidence and testimony except the  
71 board, subcommittee of the board or impartial hearing officer may  
72 extend the time period for evidence and testimony at the hearing when  
73 good cause is shown. Not later than forty-five calendar days after receipt  
74 of the request for a hearing, the [subcommittee of the board or] hearing  
75 officer, unless the parties mutually agree to an extension not to exceed  
76 fifteen calendar days, shall [submit written findings and a  
77 recommendation to the board of education as to the disposition of the  
78 charges against the teacher and shall send a copy of such findings and  
79 recommendation to the teacher. The board of education shall give the  
80 teacher concerned its written decision not later than fifteen calendar  
81 days after receipt of the written recommendation of the subcommittee

82 or hearing officer] render to the board of education and the teacher, a  
83 written disposition that shall be binding on the parties. Each party shall  
84 share equally the fee of the hearing officer and all other costs incidental  
85 to the hearing. [If the hearing is before the board of education, the board  
86 shall render its decision not later than fifteen calendar days after the  
87 close of such hearing and shall send a copy of its decision to the teacher.]  
88 The hearing shall be public if the teacher so requests. [or the board,  
89 subcommittee or hearing officer so designates.] The teacher concerned  
90 shall have the right to appear with counsel at the hearing, whether  
91 public or private. [A copy of a transcript of the proceedings of the  
92 hearing shall be furnished by the board of education, upon written  
93 request by the teacher within fifteen days after the board's decision,  
94 provided the teacher shall assume the cost of any such copy.] Nothing  
95 herein contained shall deprive a board of education or superintendent  
96 of the power to suspend a teacher from duty immediately when serious  
97 misconduct is charged without prejudice to the rights of the teacher as  
98 otherwise provided in this section.

99 Sec. 3. Section 10-153f of the general statutes is repealed and the  
100 following is substituted in lieu thereof (*Effective July 1, 2023*):

101 [(a) There shall be in the Department of Education an arbitration  
102 panel of not less than twenty-four or more than twenty-nine persons to  
103 serve as provided in subsection (c) of this section. The Governor shall  
104 appoint the members of such panel, with the advice and consent of the  
105 General Assembly, as follows: (1) Seven members who are  
106 representative of the interests of local and regional boards of education  
107 and selected from lists of names submitted by such boards; (2) seven  
108 members who are representative of the interests of exclusive bargaining  
109 representatives of certified employees and selected from lists of names  
110 submitted by such bargaining representatives; and (3) not less than ten  
111 or more than fifteen members who are impartial representatives of the  
112 interests of the public in general, residents of the state of Connecticut,  
113 experienced in public sector collective bargaining interest impasse  
114 resolution and selected from lists of names submitted by the State Board  
115 of Education. The lists of names submitted to the Governor pursuant to

116 subdivisions (1) to (3), inclusive, of this subsection shall, in addition to  
117 complying with the provisions of section 4-9b, include a report from the  
118 State Board of Education certifying that the process conducted for  
119 soliciting applicants made adequate outreach to minority communities  
120 and documenting that the number and make-up of minority applicants  
121 considered reflect the state's racial and ethnic diversity. Each member of  
122 the panel serving on or appointed after January 1, 2016, shall serve a  
123 term of four years, except that each arbitrator shall hold office until a  
124 successor is appointed and any arbitrator not reappointed shall finish to  
125 conclusion any arbitration for which such arbitrator has been selected  
126 or appointed. Arbitrators may be removed for good cause. If any  
127 vacancy occurs in such panel, the Governor shall act within forty days  
128 to fill such vacancy in the manner provided in section 4-19. Persons  
129 appointed to the arbitration panel shall serve without compensation but  
130 each shall receive a per diem fee for any day during which such person  
131 is engaged in the arbitration of a dispute pursuant to this section. The  
132 parties to the dispute so arbitrated shall pay the fee in accordance with  
133 subsection (c) of this section.]

134 [(b)] (a) If any local or regional board of education cannot agree with  
135 the exclusive representatives of a teachers' or administrators' unit after  
136 negotiation concerning the terms and conditions of employment  
137 applicable to the employees in such unit, either party may submit the  
138 issues to the commissioner for mediation. On the one hundred sixtieth  
139 day prior to the budget submission date, the commissioner shall order  
140 the parties to report their settlement. If, on such one hundred sixtieth  
141 day, the parties have not reached agreement and have failed to initiate  
142 mediation, the commissioner shall order the parties to notify the  
143 commissioner of the name of a mutually selected mediator and to  
144 commence mediation. The commissioner may order the parties to  
145 appear before said commissioner during the mediation period. In either  
146 case, the parties shall meet with a mediator mutually selected by them,  
147 provided such parties shall inform the commissioner of the name of  
148 such mediator, or with the commissioner or the commissioner's agents  
149 or a mediator designated by said commissioner. Mediators shall be

150 chosen from [a panel of mediators selected by the State Board of  
151 Education] the American Arbitration Association or from outside such  
152 [panel] association if mutually agreed by the parties. Such mediators  
153 shall receive a per diem fee determined on the basis of the prevailing  
154 rate for such services, and the parties shall share equally in the cost of  
155 such mediation. In any civil or criminal case, any proceeding  
156 preliminary thereto, or in any legislative or administrative proceeding,  
157 a mediator shall not disclose any confidential communication made to  
158 such mediator in the course of mediation unless the party making such  
159 communication waives such privilege. The parties shall provide such  
160 information as the commissioner may require. The commissioner may  
161 recommend a basis for settlement but such recommendations shall not  
162 be binding upon the parties. Such recommendation shall be made  
163 within twenty-five days after the day on which mediation begins.

164 [(c)] (b) (1) On the fourth day next following the end of the mediation  
165 session or on the one hundred thirty-fifth day prior to the budget  
166 submission date, whichever is sooner, the commissioner shall order the  
167 parties to report their settlement of the dispute or, if there is no  
168 settlement, to notify the commissioner [of either their agreement to  
169 submit their dispute to a single arbitrator or the name of the arbitrator  
170 selected by each of them. Within five days of providing such notice, the  
171 parties shall notify the commissioner of the name of the arbitrator if  
172 there is an agreement on a single arbitrator appointed to the panel  
173 pursuant to subdivision (3) of subsection (a) of this section or agreement  
174 on the third arbitrator appointed to the panel pursuant to said  
175 subdivision. The commissioner may order the parties to appear before  
176 said commissioner during the arbitration period. If the parties have  
177 notified the commissioner of their agreement to submit their dispute to  
178 a single arbitrator and they have not agreed on such arbitrator, within  
179 five days after such notification, the commissioner shall select such  
180 single arbitrator who shall be an impartial representative of the interests  
181 of the public in general. If each party has notified the commissioner of  
182 the name of the arbitrator it has selected and the parties have not agreed  
183 on the third arbitrator, within five days after such notification, the

184 commissioner shall select a third arbitrator, who shall be an impartial  
185 representative of the interests of the public in general. If either party fails  
186 to notify the commissioner of the name of an arbitrator, the  
187 commissioner shall select an arbitrator to serve and the commissioner  
188 shall also select a third arbitrator who shall be an impartial  
189 representative of the interests of the public in general. Any selection  
190 pursuant to this section by the commissioner of an impartial arbitrator  
191 shall be made at random from among the members appointed under  
192 subdivision (3) of subsection (a) of this section. Arbitrators shall be  
193 selected from the panel appointed pursuant to subsection (a) of this  
194 section and shall receive a per diem fee determined on the basis of the  
195 prevailing rate for such services. Whenever a panel of three arbitrators  
196 is selected, the chairperson of such panel shall be the impartial  
197 representative of the interests of the public in general] that the parties  
198 have jointly selected an arbitrator or that the parties have been unable  
199 to agree upon an arbitrator. The arbitrator selected shall have  
200 substantial, current experience as an impartial arbitrator of labor-  
201 management disputes. Any person who serves partisan interests as an  
202 advocate or consultant for labor or management in labor-management  
203 relations or who is associated with or is a member of a firm which  
204 performs such advocate or consultant work may not be selected. If the  
205 parties are unable to agree on an arbitrator, the selection shall be made,  
206 within the ten-day period, using the procedures under the voluntary  
207 labor arbitration rules of the American Arbitration Association. Any  
208 arbitrator selected under this section shall receive a per diem fee  
209 determined on the basis of the prevailing rate for such arbitration  
210 services, and the parties shall share equally in the cost of such  
211 arbitration.

212 (2) The [chairperson of the arbitration panel or the single] arbitrator  
213 shall set the date, time and place for a hearing to be held in the school  
214 district between the fifth and twelfth day, inclusive, after such  
215 [chairperson or such single] arbitrator is selected. At least five days prior  
216 to such hearing, a written notice of the date, time and place of the  
217 hearing shall be sent to the board of education and the representative

218 organization which are parties to the dispute. [, and, if a three-member  
219 arbitration panel is selected or designated, to the other members of such  
220 panel.] Such written notice shall also be sent, by registered mail, return  
221 receipt requested, to the fiscal authority having budgetary responsibility  
222 or charged with making appropriations for the school district, and a  
223 representative designated by such body may be heard at the hearing as  
224 part of the presentation and participation of the board of education. At  
225 the hearing each party shall have full opportunity to submit all relevant  
226 evidence, to introduce relevant documents and written material and to  
227 argue on behalf of its positions. At the hearing a representative of the  
228 fiscal authority having budgetary responsibility or charged with  
229 making appropriations for the school district shall be heard regarding  
230 the financial capability of the school district, unless such opportunity to  
231 be heard is waived by the fiscal authority. The nonappearance of the  
232 representative shall constitute a waiver of the opportunity to be heard  
233 unless there is a showing that proper notice was not given to the fiscal  
234 authority. The [chairperson of the arbitration panel or the single]  
235 arbitrator shall preside over such hearing.

236 (3) The hearing may, at the discretion of the [arbitration panel or the  
237 single] arbitrator, be continued but in any event shall be concluded  
238 within twenty-five days after its commencement.

239 (4) After hearing all the issues, the [arbitrators or the single] arbitrator  
240 shall, within twenty days, render a decision in writing, signed by [a  
241 majority of the arbitrators or] the [single] arbitrator, which states in  
242 detail the nature of the decision and the disposition of the issues by the  
243 [arbitrators or the single] arbitrator. The written decision shall include a  
244 narrative explaining the evaluation by the [arbitrators or the single]  
245 arbitrator of the evidence presented for each item upon which a decision  
246 was rendered by the [arbitrators or the single] arbitrator and shall state  
247 with particularity the basis for the decision as to each disputed issue and  
248 the manner in which the factors enumerated in this subdivision were  
249 considered in arriving at such decision, including, where applicable, the  
250 specific similar groups and conditions of employment presented for  
251 comparison and accepted by the [arbitrators or the single] arbitrator and



252 the reason for such acceptance. The [arbitrators or the single] arbitrator  
253 shall file one copy of the decision with the commissioner, each town  
254 clerk in the school district involved, the legislative body or bodies of the  
255 town or towns for the school district involved, or, in the case of a town  
256 for which the legislative body of the town is a town meeting or  
257 representative town meeting, to the board of selectmen, and the board  
258 of education and organization which are parties to the dispute. The  
259 decision of the [arbitrators or the single] arbitrator shall be final and  
260 binding upon the parties to the dispute unless a rejection is filed in  
261 accordance with subdivision (7) of this subsection. The decision of the  
262 [arbitrators or the single] arbitrator shall incorporate those items of  
263 agreement the parties have reached prior to its issuance. At any time  
264 prior to the issuance of a decision by the [arbitrators or the single]  
265 arbitrator, the parties may jointly file with the [arbitrators or the single]  
266 arbitrator, any stipulations setting forth contract provisions which both  
267 parties agree to accept. In arriving at a decision, the [arbitrators or the  
268 single] arbitrator shall give priority to the public interest and the  
269 financial capability of the town or towns in the school district, including  
270 consideration of other demands on the financial capability of the town  
271 or towns in the school district. In assessing the financial capability of the  
272 town or towns, there shall be an irrebuttable presumption that a budget  
273 reserve of five per cent or less is not available for payment of the cost of  
274 any item subject to arbitration under this chapter. The [arbitrators or the  
275 single] arbitrator shall further consider, in light of such financial  
276 capability, the following factors: (A) The negotiations between the  
277 parties prior to arbitration, including the offers and the range of  
278 discussion of the issues; (B) the interests and welfare of the employee  
279 group; (C) changes in the cost of living averaged over the preceding  
280 three years; (D) the existing conditions of employment of the employee  
281 group and those of similar groups; and (E) the salaries, fringe benefits,  
282 and other conditions of employment prevailing in the state labor  
283 market, including the terms of recent contract settlements or awards in  
284 collective bargaining for other municipal employee organizations and  
285 developments in private sector wages and benefits. The parties shall  
286 submit to the [arbitrators or the single] arbitrator their respective

287 positions on each individual issue in dispute between them in the form  
288 of a last best offer. The [arbitrators or the single] arbitrator shall resolve  
289 separately each individual disputed issue by accepting the last best offer  
290 thereon of either of the parties, and shall incorporate in a decision each  
291 such accepted individual last best offer and an explanation of how the  
292 total cost of all offers accepted was considered. The award of the  
293 [arbitrators or the single] arbitrator shall not be subject to rejection by  
294 referendum. The parties shall [each pay the fee of the arbitrator selected  
295 by or for them and] share equally the fee of the [third arbitrator or the  
296 single] arbitrator and all other costs incidental to the arbitration.

297 (5) The commissioner shall assist the [arbitration panel or the single]  
298 arbitrator as may be required in the course of arbitration pursuant to  
299 this section.

300 (6) If the day for filing any document required pursuant to this  
301 section falls on Saturday, Sunday or a holiday, the time for such filing  
302 shall be extended to the next business day thereafter.

303 (7) The award of the [arbitrators or single] arbitrator may be rejected  
304 by the legislative body of the local school district or, in the case of a  
305 regional school district, by the legislative bodies of the participating  
306 towns. Such rejection shall be by a two-thirds majority vote of the  
307 members of such legislative body or, in the case of a regional school  
308 district, the legislative body of each participating town, present at a  
309 regular or special meeting called and convened for such purpose within  
310 twenty-five days of the receipt of the award. If the legislative body or  
311 legislative bodies, as appropriate, reject any such award, they shall  
312 notify, within ten days after the vote to reject, the commissioner and the  
313 exclusive representative for the teachers' or administrators' unit of such  
314 vote and submit to them a written explanation of the reasons for the  
315 vote. Within ten days after receipt of such notice, the exclusive  
316 representative of the teachers' or administrators' unit shall prepare, and  
317 the board of education may prepare, a written response to such rejection  
318 and shall submit it to such legislative body or legislative bodies, as  
319 appropriate, and the commissioner. Within ten days after the

320 commissioner has been notified of the vote to reject, (A) the  
321 commissioner shall select [a review panel of three arbitrators or, if the  
322 parties agree,] a single arbitrator [, who are residents of Connecticut and  
323 labor relations arbitrators] approved by the American Arbitration  
324 Association and not [members of the panel] the arbitrator who issued  
325 the rejected award, and (B) such [arbitrators or] single arbitrator shall  
326 review the decision on each rejected issue. The review conducted  
327 pursuant to this subdivision shall be limited to the record and briefs of  
328 the hearing pursuant to subdivision (2) of this subsection, the written  
329 explanation of the reasons for the vote and a written response by either  
330 party. In conducting such review, the [arbitrators or] single arbitrator  
331 shall be limited to consideration of the criteria set forth in subdivision  
332 (4) of this subsection. Such review shall be completed within twenty  
333 days of the appointment of the [arbitrators or] single arbitrator. The  
334 [arbitrators or] single arbitrator shall accept the last best offer of either  
335 of the parties. Within five days after the completion of such review, the  
336 [arbitrators or] single arbitrator shall render a final and binding award  
337 with respect to each rejected issue. The decision of the [arbitrators or]  
338 single arbitrator shall be in writing and shall include the specific reasons  
339 and standards used [by each arbitrator] in making [his] the decision on  
340 each issue. The decision shall be filed with the parties. The reasonable  
341 costs of the [arbitrators or] single arbitrator and the cost of the transcript  
342 shall be paid by the legislative body or legislative bodies, as appropriate.  
343 Where the legislative body of the school district is the town meeting, the  
344 board of selectmen shall have all of the authority and responsibilities  
345 required of and granted to the legislative body under this subdivision.

346 (8) The decision of the [arbitrators or a] single arbitrator shall be  
347 subject to judicial review upon the filing by a party to the arbitration,  
348 within thirty days following receipt of a final decision pursuant to  
349 subdivision (4) or (7), as appropriate, of a motion to vacate or modify  
350 such decision in the superior court for the judicial district wherein the  
351 school district involved is located. The superior court, after hearing, may  
352 vacate or modify the decision if substantial rights of a party have been  
353 prejudiced because such decision is: (A) In violation of constitutional or

354 statutory provisions; (B) in excess of the statutory authority of the  
355 [panel] single arbitrator; (C) made upon unlawful procedure; (D)  
356 affected by other error of law; (E) clearly erroneous in view of the  
357 reliable, probative and substantial evidence on the whole record; or (F)  
358 arbitrary or capricious or characterized by abuse of discretion or clearly  
359 unwarranted exercise of discretion. In any action brought pursuant to  
360 this subdivision to vacate or modify the decision of the [arbitrators or]  
361 single arbitrator, reasonable attorney's fees, costs and legal interest on  
362 salary withheld as the result of an appeal of said decision may be  
363 awarded in accordance with the following: Where the board of  
364 education moves to vacate or modify the decision and the decision is not  
365 vacated or modified, the court may award to the organization which is  
366 the exclusive representative reasonable attorney's fees, costs and legal  
367 interest on salary withheld as the result of an appeal; or, where the  
368 organization which is the exclusive representative moves to vacate or  
369 modify the decision and the decision is not vacated or modified, the  
370 court may award to the board of education reasonable attorney's fees,  
371 costs and legal interest on salary withheld as the result of an appeal.

372 [(d)] (c) The commissioner and the [arbitrators or] single arbitrator  
373 shall have the same powers and duties as the board under section 31-  
374 108 for the purposes of mediation or arbitration pursuant to this section,  
375 and subsection (c) of section 10-153d, and all provisions in section 31-  
376 108 with respect to procedure, jurisdiction of the Superior Court,  
377 witnesses and penalties shall apply.

378 [(e)] (d) The local or regional board of education and the organization  
379 designated or elected as the exclusive representative for the appropriate  
380 unit, through designated officials or their representatives, which are  
381 parties to a collective bargaining agreement, and which, for the purpose  
382 of negotiating with respect to salaries, hours and other conditions of  
383 employment, mutually agree to negotiate during the term of the  
384 agreement or are ordered to negotiate said agreement by a body of  
385 competent jurisdiction, shall notify the commissioner of the date upon  
386 which negotiations commenced within five days after said  
387 commencement. If the parties are unable to reach settlement twenty-five

388 days after the date of the commencement of negotiations, the parties  
389 shall notify the commissioner of the name of a mutually selected  
390 mediator and shall conduct mediation pursuant to the provisions of  
391 subsection [(b)] (a) of this section, notwithstanding the mediation time  
392 schedule of subsection [(b)] (a) of this section. On the fourth day next  
393 following the end of the mediation session or on the fiftieth day  
394 following the date of the commencement of negotiations, whichever is  
395 sooner, if no settlement is reached the parties shall commence  
396 arbitration pursuant to the provisions of subsections [(a),] (b) and (c)  
397 [and (d)] of this section, notwithstanding the reference to the budget  
398 submission date.

399 [(f) The State Board of Education shall adopt regulations pursuant to  
400 chapter 54 concerning the method by which names of persons who are  
401 impartial representatives of the interests of the public in general are  
402 placed on lists submitted by the State Board of Education to the  
403 Governor for appointment to the arbitration panel established pursuant  
404 to subsection (a) of this section. Such regulations shall include, but not  
405 be limited to (1) a description of the composition of the group which  
406 screens persons applying to be such impartial representatives, which  
407 group shall include representatives of local legislative and fiscal  
408 authorities and local and regional boards of education and exclusive  
409 bargaining representatives of certified employees, (2) application  
410 requirements and procedures and (3) the selection criteria and process,  
411 including an evaluation of an applicant's experience in arbitration. Such  
412 regulations shall provide for a training program for applicants who lack  
413 experience in arbitration but who are otherwise qualified and shall  
414 describe the criteria for participation in the training program.]

415 Sec. 4. Subsection (e) of section 10-153e of the general statutes is  
416 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
417 *2023*):

418 (e) Whenever a board of education or employees' representative  
419 organization has reason to believe that a prohibited practice, as defined  
420 in subsection (b) or (c) of this section, has been or is being committed, or

421 whenever a certified employee believes a breach of the duty of fair  
422 representation under subdivision (3) of subsection (c) of this section has  
423 occurred or is occurring, such board of education, representative  
424 organization or certified employee shall file a written complaint with  
425 the State Board of Labor Relations and shall mail a copy of such  
426 complaint to the party that is the subject of the complaint. Upon receipt  
427 of a properly filed complaint said board shall refer such complaint to  
428 the agent who shall, after investigation and within ninety days after the  
429 date of such referral, either (1) make a report to said board  
430 recommending dismissal of the complaint or (2) issue a written  
431 complaint charging prohibited practices. If no such report is made and  
432 no such written complaint is issued, the Board of Labor Relations in its  
433 discretion may proceed to a hearing upon the party's original complaint  
434 of the violation of this chapter which shall in such case be treated for the  
435 purpose of this section as a complaint issued by the agent. Upon  
436 receiving a report from the agent recommending dismissal of a  
437 complaint, said Board of Labor Relations may issue an order dismissing  
438 the complaint or may order a further investigation or a hearing thereon.  
439 Upon receiving a complaint issued by the agent, the Board of Labor  
440 Relations shall set a time and place for the hearing. If the alleged  
441 prohibited practice or breach of duty is ongoing, the board may issue  
442 and cause to be served on the party committing the act or practice an  
443 order requiring such party to cease and desist from such act or practice  
444 until the board has made its determination. Any such complaint may be  
445 amended with the permission of said board. The party so complained  
446 of shall have the right to file an answer to the original or amended  
447 complaint within five days after the service of such complaint or within  
448 such other time as said board may limit. Such party shall have the right  
449 to appear in person or otherwise to defend against such complaint. In  
450 the discretion of said board any person may be allowed to intervene in  
451 such proceeding. In any hearing said board shall not be bound by  
452 technical rules of evidence prevailing in the courts. A stenographic or  
453 electronic record of the testimony shall be taken at all hearings of the  
454 Board of Labor Relations and a transcript thereof shall be filed with said  
455 board upon its request. Said board shall have the power to order the

456 taking of further testimony and further argument. If, upon all the  
457 testimony, said board determines that the party complained of has  
458 engaged in or is engaging in any prohibited practice, it shall state its  
459 finding of fact and shall issue and cause to be served on such party an  
460 order requiring it to cease and desist from such prohibited practice, and  
461 shall take such further affirmative action as will effectuate the policies  
462 of subsections (b) to (d), inclusive, of this section. Such order may  
463 further require such party to make reports from time to time showing  
464 the extent to which the order has been complied with. If upon all the  
465 testimony the Board of Labor Relations is of the opinion that the party  
466 named in the complaint has not engaged in or is not engaging in any  
467 such prohibited practice, then said board shall make its finding of fact  
468 and shall issue an order dismissing the complaint. Until a transcript of  
469 the record in a case has been filed in the Superior Court, as provided in  
470 subsection (g) of this section, said board may at any time, upon notice,  
471 modify or set aside in whole or in part any finding or order made or  
472 issued by it. Proceedings before said board shall be held with all possible  
473 expedition. Any party who wishes to have a transcript of the  
474 proceedings before the Board of Labor Relations shall apply therefor.  
475 The parties may agree on the sharing of the costs of the transcript but,  
476 in the absence of such agreement, the costs shall be paid by the  
477 requesting party.

478 Sec. 5. Section 10-15c of the general statutes is repealed and the  
479 following is substituted in lieu thereof (*Effective July 1, 2024*):

480 (a) The public schools shall be open to all children five years of age  
481 and over who reach age five on or before the first day of [January]  
482 September of any school year, and each such child shall have, and shall  
483 be so advised by the appropriate school authorities, an equal  
484 opportunity to participate in the activities, programs and courses of  
485 study offered in such public schools, at such time as the child becomes  
486 eligible to participate in such activities, programs and courses of study,  
487 without discrimination on account of race, as defined in section 46a-51,  
488 color, sex, gender identity or expression, religion, national origin, sexual  
489 orientation or disability; provided boards of education may, by vote at

490 a meeting duly called, admit to any school children under five years of  
491 age.

492 (b) Nothing in subsection (a) of this section shall be deemed to amend  
493 other provisions of the general statutes with respect to curricula,  
494 facilities or extracurricular activities.

495 Sec. 6. (NEW) (*Effective July 1, 2024*) (a) As used in this section:

496 (1) "Free play" means unstructured, voluntary, child-initiated  
497 activities that are performed by a child for self-amusement and have  
498 behavioral, social and psychomotor rewards, except "free play" may be  
499 structured to promote activities that are child-directed, joyful and  
500 spontaneous.

501 (2) "Guided play" means learning experiences that combine the child-  
502 directed nature of free play with a focus on learning outcomes and adult  
503 guidance.

504 (3) "Play-based learning" means a pedagogical approach that  
505 emphasizes play in promoting learning and includes developmentally  
506 appropriate strategies that can be integrated with existing learning  
507 standards. "Play-based learning" does not mean time spent in recess or  
508 as part of a physical education course or instruction.

509 (4) "Recess" means the time during the regular school day for each  
510 student enrolled in elementary school that is devoted to physical  
511 exercise of not less than twenty minutes in total pursuant to section 10-  
512 221o of the general statutes.

513 (5) "Mobile electronic device" has the same meaning as provided in  
514 section 10-222d of the general statutes.

515 (6) "Instructional time" means the time of actual school work during  
516 a regular school day.

517 (b) Each local and regional board of education shall provide for play-  
518 based learning during the instructional time of each regular school day



519 for all students in kindergarten and any preschool program offered by  
520 the board. Such play-based learning shall (1) be incorporated and  
521 integrated into daily practice, (2) allow for the needs of such students to  
522 be met through free play, guided play and games, and (3) be  
523 predominantly free of the use of mobile electronic devices.

524 (c) Each local and regional board of education shall permit a teacher  
525 to utilize play-based learning during the instructional time of a regular  
526 school day for all students in grades one to five, inclusive. Such play-  
527 based learning (1) may be incorporated and integrated into daily  
528 practice, (2) shall allow for the needs of such students to be met through  
529 free play, guided play and games, and (3) shall be predominantly free  
530 of the use of mobile electronic devices.

531 (d) Any play-based learning utilized under this section shall comply  
532 with the individualized education program or plan pursuant to Section  
533 504 of the Rehabilitation Act of 1973, as amended from time to time, for  
534 any student.

535 (e) A school employee may only prevent or otherwise restrict a  
536 student's participation in play-based learning if such prevention or  
537 restriction is in accordance with the policy developed by the local or  
538 regional board of education pursuant to section 10-221o of the general  
539 statutes.

540 Sec. 7. Subsection (a) of section 10-148a of the general statutes is  
541 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
542 *2023*):

543 (a) For the school year commencing July 1, 2021, and each school year  
544 thereafter, each certified employee shall participate in a program of  
545 professional development. Each local and regional board of education  
546 shall make available, annually, at no cost to its certified employees, a  
547 program of professional development that is not fewer than eighteen  
548 hours in length, of which a preponderance is in a small group or  
549 individual instructional setting. Such program of professional  
550 development shall (1) be a comprehensive, sustained and intensive

551 approach to improving teacher and administrator effectiveness in  
552 increasing student knowledge achievement, (2) focus on refining and  
553 improving various effective teaching methods that are shared between  
554 and among educators, including, on and after July 1, 2024, play-based  
555 learning, as defined in section 6 of this act, for teachers in a preschool  
556 program or grades kindergarten to five, inclusive, (3) foster collective  
557 responsibility for improved student performance, (4) be comprised of  
558 professional learning that (A) is aligned with rigorous state student  
559 academic achievement standards, (B) is conducted among educators at  
560 the school and facilitated by principals, coaches, mentors, distinguished  
561 educators, as described in section 10-145s, or other appropriate teachers,  
562 (C) occurs frequently on an individual basis or among groups of  
563 teachers in a job-embedded process of continuous improvement, [and]  
564 (D) includes a repository of best practices for teaching methods  
565 developed by educators within each school that is continuously  
566 available to such educators for comment and updating, and (E) for  
567 principals and vice principals, includes training on the management of  
568 school personnel and methods for engaging school personnel with the  
569 goals of the school, and (5) include training in culturally responsive  
570 pedagogy and practice. Each program of professional development  
571 shall include professional development activities in accordance with the  
572 provisions of subsection (b) of this section. The principles and practices  
573 of social-emotional learning and restorative practices shall be integrated  
574 throughout the components of such program of professional  
575 development described in subdivisions (1) to (5), inclusive, of this  
576 subsection.

577       Sec. 8. (NEW) (*Effective July 1, 2023*) Not later than January 1, 2024,  
578 each local and regional board of education shall develop an exit survey  
579 to be completed by a teacher who is employed by such board and  
580 voluntarily ceases employment with such board. Such exit survey shall  
581 include questions relating to the reason why such teacher is ceasing  
582 employment, if such teacher is leaving the teaching profession, the  
583 demographics of such teacher and the subject areas in which such  
584 teacher taught.

585 Sec. 9. Subsection (c) of section 10-220 of the general statutes is  
586 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
587 *2023*):

588 (c) Annually, each local and regional board of education shall submit  
589 to the Commissioner of Education a strategic school profile report for  
590 each school and school or program of alternative education, as defined  
591 in section 10-74j, under its jurisdiction and for the school district as a  
592 whole. The superintendent of each local and regional school district  
593 shall present the profile report at the next regularly scheduled public  
594 meeting of the board of education after each November first. The profile  
595 report shall provide information on measures of (1) student needs,  
596 including, but not limited to, a needs assessment that identifies  
597 resources necessary to address student trauma impacting students and  
598 staff in each school and adequately respond to students with mental,  
599 emotional or behavioral health needs, (2) school resources, including  
600 technological resources and utilization of such resources and  
601 infrastructure, (3) student and school performance, including in-school  
602 suspensions, out-of-school suspensions and expulsions, the number of  
603 truants, as defined in section 10-198a, and chronically absent children,  
604 as defined in section 10-198c, (4) the number of students enrolled in an  
605 adult high school credit diploma program, pursuant to section 10-69,  
606 operated by a local or regional board of education or a regional  
607 educational service center, (5) equitable allocation of resources among  
608 its schools, (6) reduction of racial, ethnic and economic isolation, (7)  
609 special education, [and] (8) school-based arrests, as defined in section  
610 10-233n, and (9) teacher attrition rates, including the results of the exit  
611 survey described in section 8 of this act. For purposes of this subsection,  
612 measures of special education include (A) special education  
613 identification rates by disability, (B) rates at which special education  
614 students are exempted from mastery testing pursuant to section 10-14q,  
615 (C) expenditures for special education, including such expenditures as  
616 a percentage of total expenditures, (D) achievement data for special  
617 education students, (E) rates at which students identified as requiring  
618 special education are no longer identified as requiring special education,

619 (F) the availability of supplemental educational services for students  
620 lacking basic educational skills, (G) the amount of special education  
621 student instructional time with nondisabled peers, (H) the number of  
622 students placed out-of-district, and (I) the actions taken by the school  
623 district to improve special education programs, as indicated by analyses  
624 of the local data provided in subparagraphs (A) to (H), inclusive, of this  
625 subdivision. The superintendent shall include in the narrative portion  
626 of the report information about parental involvement and any measures  
627 the district has taken to improve parental involvement, including, but  
628 not limited to, employment of methods to engage parents in the  
629 planning and improvement of school programs and methods to increase  
630 support to parents working at home with their children on learning  
631 activities. For purposes of this subsection, measures of truancy include  
632 the type of data that is required to be collected by the Department of  
633 Education regarding attendance and unexcused absences in order for  
634 the department to comply with federal reporting requirements and the  
635 actions taken by the local or regional board of education to reduce  
636 truancy in the school district. Such truancy data shall be considered a  
637 public record, as defined in section 1-200.

638 Sec. 10. Section 10-1 of the general statutes is repealed and the  
639 following is substituted in lieu thereof (*Effective July 1, 2023*):

640 (a) (1) Prior to July 1, 1998, the State Board of Education shall consist  
641 of nine members. On and after July 1, 1998, but prior to July 1, 2010, the  
642 State Board of Education shall consist of eleven members, two of whom  
643 shall be nonvoting student members.

644 (2) On and after July 1, 2010, but prior to April 1, 2011, the State Board  
645 of Education shall consist of thirteen members, at least two of whom  
646 shall have experience in manufacturing or a trade offered at the regional  
647 vocational-technical schools or be alumni of or have served as educators  
648 at a regional vocational-technical school and two of whom shall be  
649 nonvoting student members. Only those members with experience in  
650 manufacturing or a trade offered at the regional vocational-technical  
651 schools or are alumni of or have served as educators at a regional

652 vocational-technical school shall be eligible to serve as the chairperson  
653 for the regional vocational-technical school subcommittee of the board.

654 (3) On and after April 1, 2011, but prior to July 1, 2012, the State Board  
655 of Education shall consist of thirteen members, (A) at least two of whom  
656 shall have experience in manufacturing or a trade offered at the regional  
657 vocational-technical schools or be alumni of or have served as educators  
658 at a regional vocational-technical school, (B) at least one of whom shall  
659 have experience in agriculture or be an alumni of or have served as an  
660 educator at a regional agricultural science and technology education  
661 center, and (C) two of whom shall be nonvoting student members. Only  
662 those members described in subparagraph (A) of this subdivision shall  
663 be eligible to serve as the chairperson for the regional vocational-  
664 technical school subcommittee of the board.

665 (4) On and after July 1, 2012, but prior to July 1, 2023, the State Board  
666 of Education shall consist of fourteen members, (A) at least two of whom  
667 shall have experience in manufacturing or a trade offered at the  
668 technical education and career schools or be alumni of or have served as  
669 educators at a technical education and career school, (B) at least one of  
670 whom shall have experience in agriculture or be an alumni of or have  
671 served as an educator at a regional agricultural science and technology  
672 education center, and (C) two of whom shall be nonvoting student  
673 members.

674 (5) On and after July 1, 2023, the State Board of Education shall consist  
675 of sixteen members, (A) at least two of whom shall have experience in  
676 manufacturing or a trade offered at the technical education and career  
677 schools or be alumni of or have served as educators at a technical  
678 education and career school, (B) at least one of whom shall have  
679 experience in agriculture or be an alumni of or have served as an  
680 educator at a regional agricultural science and technology education  
681 center, (C) two of whom shall be nonvoting student members, (D) one  
682 of whom shall be a nonvoting teacher member who is the current  
683 Teacher of the Year, and (E) one of whom is the parent or guardian of a  
684 student enrolled in a public school in an educational reform district, as

685 defined in section 10-223e.

686 (b) The Governor shall appoint, with the advice and consent of the  
687 General Assembly, the members of said board, provided each student  
688 member (1) is on the list submitted to the Governor pursuant to section  
689 10-2a, (2) is enrolled in a public high school in the state, (3) has  
690 completed eleventh grade prior to the commencement of his term, (4)  
691 has at least a B plus average, and (5) provides at least three references  
692 from teachers in the school the student member is attending. The  
693 nonstudent members shall serve for terms of four years commencing on  
694 March first in the year of their appointment. The student members shall  
695 serve for terms of one year commencing on July first in the year of their  
696 appointment. The teacher member shall serve for a term of one year  
697 commencing on the date such teacher is named Teacher of the Year. The  
698 parent or guardian member shall serve for a term of one year  
699 commencing on the July first following such parent or guardian's  
700 appointment. The president of the Connecticut State Colleges and  
701 Universities, the chairperson of the Technical Education and Career  
702 System board and the Chief Workforce Officer shall serve as ex-officio  
703 members without a vote. Any vacancy in said State Board of Education  
704 shall be filled in the manner provided in section 4-19.

705 Sec. 11. (NEW) (*Effective July 1, 2023*) (a) On and after July 1, 2023, the  
706 Commissioner of Education shall establish a Teacher Advisory  
707 Committee consisting of members selected by the commissioner in  
708 accordance with the provisions of subsection (b) of this section. The  
709 committee shall provide advice on improving elementary and  
710 secondary education in the state, including policy processes and  
711 guidance on the implementation of policies relating to teaching and  
712 education in the state. The committee shall meet twice each year,  
713 provided at least one such meeting during the year is held in person,  
714 and advise the commissioner on teacher recruitment, special education,  
715 testing and assessment, equitable distribution of teachers, diversity of  
716 the teaching workforce, school safety and security, social and emotional  
717 learning and other relevant issues relating to teachers and education.

718 (b) (1) The committee shall consist of at least ten members, (A) at least  
719 fifty per cent of whom shall be persons who were awarded Teacher of  
720 the Year or were finalists or semifinalists for Teacher of the Year, and  
721 (B) up to fifty per cent of whom shall be certified teachers who are  
722 employed by a local or regional board of education and demonstrate an  
723 understanding of education policy, practice and advocacy.

724 (2) The commissioner shall solicit applications from certified teachers  
725 for membership on the committee. The commissioner shall select  
726 members of the committee based on desired areas of teacher expertise  
727 and to reflect the demographic diversity of the teaching and student  
728 population in the state, including, but not limited to, geographic, subject  
729 area and grade level, racial, ethnic, special education or disability, sex,  
730 sexual orientation and gender identity or expression.

731 Sec. 12. (*Effective from passage*) (a) There is established a task force to  
732 analyze the per pupil equity of funding the teachers' retirement system.  
733 The task force shall develop recommendations (1) to address the  
734 implications to student equity of appropriating funds through the  
735 General Assembly under chapter 167a of the general statutes toward the  
736 normal cost of teacher pensions, and the unfunded liability amortization  
737 payments necessary to fully fund the teachers' retirement system; (2)  
738 regarding the extent to which municipalities should contribute to the  
739 normal cost of teacher pensions and the unfunded liability amortization  
740 payments, in order to make the General Assembly's resource allocations  
741 more equitable on a per pupil basis; (3) regarding whether certain  
742 municipalities should be exempted from assuming a percentage of the  
743 contributions identified under subdivision (2) of this subsection due to  
744 the following factors: (A) Economic distress, (B) inability to pay, or (C)  
745 low academic performance; and (4) regarding the manner by which  
746 resources generated pursuant to subdivision (2) of this subsection  
747 should be directed by the General Assembly toward (A) reducing  
748 educational inequities, and (B) promoting the sustainability of the  
749 teachers' retirement system.

750 (b) The task force shall consist of the following members:

751 (1) One appointed by the speaker of the House of Representatives  
752 who shall be a representative of the American Federation of Teachers-  
753 Connecticut;

754 (2) One appointed by the president pro tempore of the Senate who  
755 shall be a representative of the Connecticut Education Association;

756 (3) One appointed by the majority leader of the House of  
757 Representatives who shall be a representative of an advocacy  
758 organization focused on educational equity;

759 (4) One appointed by the majority leader of the Senate who shall be a  
760 representative of an organization with national expertise in both teacher  
761 pensions and school finance;

762 (5) Two appointed by the minority leader of the House of  
763 Representatives, one of whom shall be a representative of the  
764 Connecticut Association of School Business Officials and one of whom  
765 shall be a representative of the Connecticut Association of Public School  
766 Superintendents;

767 (6) Two appointed by the minority leader of the Senate, one of whom  
768 shall be a representative of the Connecticut Conference of Municipalities  
769 and one of whom shall be a representative of the Connecticut  
770 Association of Boards of Education;

771 (7) One appointed by the chairperson of the Black and Puerto Rican  
772 Caucus of the General Assembly;

773 (8) The Commissioner of Education, or the commissioner's designee;

774 (9) The Governor, or the Governor's designee;

775 (10) The executive director of the teachers' retirement system, or the  
776 executive director's designee; and

777 (11) The executive director of the Commission on Women, Children,  
778 Seniors, Equity and Opportunity, or the executive director's designee.



779 (c) Any member of the task force appointed under subdivision (1),  
780 (2), (3), (4), (5), (6) or (7) of subsection (b) of this section may be a member  
781 of the General Assembly.

782 (d) All initial appointments to the task force shall be made not later  
783 than thirty days after the effective date of this section. Any vacancy shall  
784 be filled by the appointing authority.

785 (e) The speaker of the House of Representatives and the president pro  
786 tempore of the Senate shall select the chairpersons of the task force from  
787 among the members of the task force. Such chairpersons shall schedule  
788 the first meeting of the task force, which shall be held not later than sixty  
789 days after the effective date of this section.

790 (f) The administrative staff of the joint standing committee of the  
791 General Assembly having cognizance of matters relating to education  
792 shall serve as administrative staff of the task force.

793 (g) Not later than January 1, 2025, the task force shall submit a report  
794 on its findings and recommendations to the joint standing committee of  
795 the General Assembly having cognizance of matters relating to  
796 education and appropriations, in accordance with the provisions of  
797 section 11-4a of the general statutes. The task force shall terminate on  
798 the date that it submits such report or January 1, 2025, whichever is later.

799 Sec. 13. Subsection (a) of section 10-148d of the general statutes is  
800 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
801 *2023*):

802 (a) For the school year commencing July 1, [2022] 2023, and each  
803 school year thereafter, each paraeducator employed by a local or  
804 regional board of education shall participate in a program of  
805 professional development. Each local and regional board of education  
806 shall make available, annually, at no cost to its paraeducators, a  
807 program of professional development that is not fewer than eighteen  
808 hours in length, of which a preponderance is in a small group or  
809 individual instructional setting. Such program of professional

810 development shall (1) be a comprehensive, sustained and intensive  
811 approach to improving paraeducators effectiveness in increasing  
812 student knowledge achievement, (2) focus on refining and improving  
813 various effective instruction methods that are shared between and  
814 among paraeducators, (3) foster collective responsibility for improved  
815 student performance, (4) be comprised of professional learning that (A)  
816 is aligned with rigorous state student academic achievement standards,  
817 (B) is conducted among paraeducators at the school and facilitated by  
818 principals, coaches, mentors, distinguished educators, as described in  
819 section 10-145s, or other appropriate teachers, (C) occurs frequently on  
820 an individual basis or among groups of paraeducators in a job-  
821 embedded process of continuous improvement, and (D) includes a  
822 repository of best practices for instruction methods developed by  
823 paraeducators within each school that is continuously available to such  
824 paraeducators for comment and updating, and (5) include training in  
825 culturally responsive pedagogy and practice. Each program of  
826 professional development shall include professional development  
827 activities in accordance with the provisions of subsection (b) of this  
828 section. The [principles and practices of social-emotional learning and  
829 restorative practices shall be integrated throughout the] components of  
830 such program of professional development described in subdivisions (1)  
831 to (5), inclusive, of this subsection shall integrate the principles and  
832 practices of social-emotional learning and restorative practices  
833 throughout, but may not otherwise include mandated trainings such as  
834 trainings regarding blood-borne pathogens, the policies and procedures  
835 of the Department of Children and Families and sexual harassment.

836 Sec. 14. Subsections (b) and (c) of section 10-220a of the general  
837 statutes are repealed and the following is substituted in lieu thereof  
838 (*Effective July 1, 2023*):

839 (b) Not later than a date prescribed by the commissioner, each local  
840 and regional board of education shall establish a professional  
841 development and evaluation committee. Such professional  
842 development and evaluation committee shall consist of (1) at least one  
843 teacher, as defined in subsection (a) of section 10-144d, selected by the

844 exclusive bargaining representative for certified employees chosen  
845 pursuant to section 10-153b, (2) at least one administrator, as defined in  
846 subsection (a) of section 10-144e, selected by the exclusive bargaining  
847 representative for certified employees chosen pursuant to section 10-  
848 153b, [and] (3) at least one paraeducator selected by any exclusive  
849 bargaining representative for paraeducators, and (4) such other school  
850 personnel as the board deems appropriate. The duties of such  
851 committees shall include, but not be limited to, participation in the  
852 development or adoption of a teacher evaluation and support program  
853 for the district, pursuant to section 10-151b, as amended by this act, and  
854 the development, evaluation and annual updating of a comprehensive  
855 local professional development plan for certified employees of the  
856 district. Such plan shall: (A) Be directly related to the educational goals  
857 prepared by the local or regional board of education pursuant to  
858 subsection (b) of section 10-220, (B) on and after July 1, 2021, be  
859 developed with full consideration of the priorities and needs related to  
860 student social-emotional learning and restorative practices, in  
861 accordance with the provisions of section 10-148a, as amended by this  
862 act, and student academic outcomes as determined by the State Board  
863 of Education, (C) provide for the ongoing and systematic assessment  
864 and improvement of both teacher evaluation and professional  
865 development of the professional staff members of each such board,  
866 including personnel management and evaluation training or experience  
867 for administrators, and (D) be related to regular and special student  
868 needs and may include provisions concerning career incentives and  
869 parent involvement. The State Board of Education shall develop  
870 guidelines to assist local and regional boards of education in  
871 determining the objectives of the plans and in coordinating staff  
872 development activities with student needs and school programs. For the  
873 school year commencing July 1, 2022, and each school year thereafter,  
874 such committees shall develop, evaluate and annually update a  
875 comprehensive local professional development plan for paraeducators  
876 of the district in accordance with the provisions of this subsection.

877 (c) (1) The Department of Education, in cooperation with one or more

878 regional educational service centers, is authorized to provide institutes  
879 annually for Connecticut educators. Such institutes shall serve as model  
880 programs of professional development and shall be taught by  
881 exemplary Connecticut teachers and administrators and by other  
882 qualified individuals as selected by the Department of Education. The  
883 Department of Education shall charge fees for attending such institutes  
884 provided such fees shall be based on the actual cost of such institutes.

885 (2) Not later than January 1, 2025, and annually thereafter, the  
886 Department of Education shall (A) in collaboration with the School  
887 Paraeducator Advisory Council, develop or update guidance and best  
888 practices for programs of professional development provided for  
889 paraeducators, and (B) distribute such guidance and best practices to  
890 each local and regional board of education.

891 Sec. 15. Subparagraph (I) of subdivision (10) of subsection (a) of  
892 section 10-76d of the general statutes is repealed and the following is  
893 substituted in lieu thereof (*Effective July 1, 2023*):

894 (I) Prior to any planning and placement team meeting for a child or  
895 pupil in which an educational program for such child or pupil is  
896 developed, reviewed or revised, if the parent, guardian, pupil or  
897 surrogate parent has requested that the school paraprofessional  
898 assigned to such child or pupil attend such meeting, then the  
899 responsible local or regional board of education shall provide (i)  
900 adequate notice of such meeting to such school paraprofessional so that  
901 such school paraprofessional may adequately prepare for such meeting,  
902 and (ii) training, upon request of such school paraprofessional, on the  
903 role of such school paraprofessional at such meeting. Following such  
904 meeting, such school paraprofessional, or any other paraprofessional  
905 who is providing special education or related services to such child,  
906 shall review such educational program with a supervisor, as needed,  
907 and be permitted to view such educational program in order to be able  
908 to provide special education or related services to such child or pupil in  
909 accordance with such educational program.

910 Sec. 16. Subsection (f) of section 10-145d of the general statutes is  
911 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
912 *2023*):

913 (f) [An] (1) (A) Except as otherwise provided in subparagraph (B) of  
914 this subdivision, an endorsement issued prior to July 1, 2013, to teach  
915 elementary education grades one to six, inclusive, shall be valid for  
916 grades kindergarten to six, inclusive, and for such an endorsement  
917 issued on or after July 1, 2013, the endorsement shall be valid for grades  
918 one to six, inclusive, except such an endorsement issued between July 1,  
919 2013, and July 1, 2017, to any student who was admitted to and  
920 successfully completes a teacher preparation program, as defined in  
921 section 10-10a, in the certification endorsement area of elementary  
922 education on or before June 30, 2017, shall be valid for grades  
923 kindergarten to six, inclusive.

924 (B) The Commissioner of Education may permit, upon the request of  
925 a superintendent, any person who holds such endorsement issued on or  
926 after July 1, 2017, to teach kindergarten for one school year. The  
927 commissioner [shall not] may, upon the request of such superintendent,  
928 permit [any] such person who so taught kindergarten under such  
929 endorsement for one school year to teach kindergarten [again, except  
930 the commissioner may permit such person to so teach kindergarten for  
931 one] an additional school year. [if such person can demonstrate that he  
932 or she is enrolled in a program to meet the requirements for the  
933 appropriate endorsement to teach kindergarten.]

934 (2) An endorsement to teach comprehensive special education grades  
935 one to twelve, inclusive, shall be valid for grades [kindergarten]  
936 prekindergarten to twelve, inclusive, [, provided, on] On and after  
937 September 1, 2013, any [(1)] (A) certified employee applying for a  
938 comprehensive special education endorsement, or [(2)] (B) applicant for  
939 an initial, provisional or professional educator certificate and a  
940 comprehensive special education endorsement shall achieve a  
941 satisfactory score on the reading instruction examination approved by  
942 the State Board of Education on April 1, 2009, or a comparable reading

943 instruction examination with minimum standards that are equivalent to  
944 the examination approved by the State Board of Education on April 1,  
945 2009.

946 Sec. 17. (*Effective from passage*) For the fiscal year ending June 30, 2023,  
947 the Office of Higher Education shall, utilizing existing resources, (1)  
948 expand the existing alternate route to certification program  
949 administered by the office pursuant to section 10a-168a of the general  
950 statutes, and (2) hire one full-time permanent employee to administer  
951 said program.

952 Sec. 18. Subsection (a) of section 10-145n of the general statutes is  
953 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
954 *2023*):

955 (a) Subject to the provisions of subsection (g) of this section, the State  
956 Board of Education, upon the request of a local or regional board of  
957 education or a regional educational service center, may issue an adjunct  
958 instructor permit to any applicant with specialized training, experience  
959 or expertise in the arts, as defined in subsection (a) of section 10-16b.  
960 Such permit shall authorize a person to hold a part-time position, of no  
961 more than fifteen classroom instructional hours per week at a part-time  
962 interdistrict arts magnet high school in existence on July 1, 2009, and  
963 approved pursuant to section 10-264l or the Cooperative Arts and  
964 Humanities Magnet High School, as a teacher of art, music, dance,  
965 theater or any other subject related to such holder's artistic specialty.  
966 Except as provided in subsection (g) of this section, such applicant shall  
967 (1) hold a bachelor's degree or higher from an institution of higher  
968 education accredited by the Board of Regents for Higher Education or  
969 Office of Higher Education or regionally accredited, (2) have a  
970 minimum of three years of work experience in the arts, or one year of  
971 work experience and two years of specialized schooling related to such  
972 applicant's artistic specialty, and (3) attest to the State Board of  
973 Education that he or she has at least one hundred eighty hours of  
974 cumulative experience working with children, in a private or public  
975 setting, including, but not limited to, after school programs, group

976 lessons, children's theater, dance studio lessons and artist-in-residence  
977 programs, or at least two years experience as a full-time faculty member  
978 at an institution of higher education.

979 Sec. 19. Subsection (i) of section 10-145a of the general statutes is  
980 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
981 *2023*):

982 (i) On and after July 1, [2016] 2023, any program of teacher  
983 preparation leading to professional certification shall require, as part of  
984 the curriculum, clinical experience, field experience or student teaching  
985 experience in a classroom during four semesters of such program of  
986 teacher preparation. [Such clinical experience, field experience or  
987 student teaching experience shall occur: (1) In a school district that has  
988 been categorized by the Department of Education as District Reference  
989 Group A, B, C, D or E, and (2) in a school district that has been  
990 categorized by the department as District Reference Group F, G, H or I.]  
991 Such clinical experience, field experience or student teaching experience  
992 may include a cooperating teacher serving as a mentor to student  
993 teachers. [ provided such cooperating teacher has received a  
994 performance evaluation designation of exemplary or proficient,  
995 pursuant to section 10-151b, for the prior school year.]

996 Sec. 20. (NEW) (*Effective July 1, 2023*) On and after July 1, 2023, a  
997 coaching permit issued by the State Board of Education shall be valid  
998 for a period of five years. Any person who has been issued a coaching  
999 permit may apply to the state board for renewal of such coaching  
1000 permit, and shall not be required to include in any renewal application  
1001 a verification of the completion of fifteen clock hours of continuing  
1002 education units.

1003 Sec. 21. Section 10-8c of the general statutes is repealed and the  
1004 following is substituted in lieu thereof (*Effective July 1, 2023*):

1005 The Department of Education, in cooperation with the Office of  
1006 Higher Education, shall, within available appropriations, (1) establish  
1007 an accelerated cross endorsement process for each subject shortage area

1008 pursuant to section 10-8b to allow certified teachers to add a new  
1009 endorsement to their certificates, [and] (2) establish a program for  
1010 formerly certified teachers to regain certification, and (3) on and after  
1011 July 1, 2023, authorize the Integrated Early Childhood/Special Ed.,  
1012 Birth-Kindergarten endorsement and the Integrated Early  
1013 Childhood/Elementary Education N-3 and Special Education N-K  
1014 endorsement to be added as a cross endorsement in lieu of requiring full  
1015 planned program and institutional recommendation.

1016 Sec. 22. Subsection (a) of section 10-145 of the general statutes is  
1017 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
1018 *2023*):

1019 (a) No teacher, supervisor, administrator, special service staff  
1020 member or school superintendent, except as provided for in section 10-  
1021 157, shall be employed in any of the schools of any local or regional  
1022 board of education unless such person possesses an appropriate state  
1023 certificate, nor shall any such person be entitled to any salary unless  
1024 such person can produce such certificate dated prior to or on the first  
1025 day of employment, except as provided for in section 10-157; provided  
1026 nothing in this subsection shall be construed to prevent the board of  
1027 education from prescribing qualifications additional to those prescribed  
1028 by the regulations of the State Board of Education and provided nothing  
1029 in this subsection shall be construed to prevent any local or regional  
1030 board of education from contracting with a licensed drivers' school  
1031 approved by the Commissioner of Motor Vehicles for the behind-the-  
1032 wheel instruction of a driver instruction course, to be given by driving  
1033 instructors licensed by the Department of Motor Vehicles. No person  
1034 shall be employed in any of the schools of any local or regional board of  
1035 education as a substitute teacher unless such person (1) holds a  
1036 bachelor's degree, provided the Commissioner of Education may waive  
1037 such requirement for good cause upon the request of a superintendent  
1038 of schools, and (2) is on a list maintained by the local or regional board  
1039 of education pursuant to subsection (f) of section 10-222c. A local or  
1040 regional board of education may employ a person as a substitute teacher  
1041 in the same assignment without a substitute authorization issued by the



1042 Department of Education for a period not to exceed sixty school days.

1043 Sec. 23. Subsections (b) and (c) of section 10-183e of the general  
1044 statutes are repealed and the following is substituted in lieu thereof  
1045 (*Effective July 1, 2023*):

1046 (b) Any member may purchase, as provided in subsection (c) of this  
1047 section, additional credited service, but not to exceed an aggregate of  
1048 one year in the case of service described in subdivision (2) of this  
1049 subsection for each two years of active full-time service as a Connecticut  
1050 teacher; and not to exceed an aggregate of one year in the case of absence  
1051 described in subdivision (8) of this subsection for each five years of  
1052 active full-time service as a Connecticut teacher, provided if any such  
1053 absence exceeds thirty consecutive school months, such additional  
1054 credited service shall be limited to thirty school months; and not to  
1055 exceed an aggregate of ten years for all service described in this  
1056 subsection, except for the sum total of any service described in  
1057 [subdivision (2)] subdivisions (2) and (17) of this subsection. In no event  
1058 may any service described in this subsection be purchased if the  
1059 member is receiving or is, or will become, entitled to receive a retirement  
1060 benefit based upon such service from any governmental system other  
1061 than the teachers' retirement system or the federal Social Security  
1062 System. Additional credited service includes:

1063 (1) Service as a teacher in a school for military dependents established  
1064 by the United States Department of Defense;

1065 (2) Service as a teacher in a public school of another state of the United  
1066 States, its territories or possessions;

1067 (3) Service in the armed forces of the United States in time of war, as  
1068 defined in section 27-103, or service in said armed forces during the  
1069 period beginning October 27, 1953, and ending January 31, 1955;

1070 (4) Service in a permanent full-time position for the state;

1071 (5) Service as a teacher at The University of Connecticut prior to July

1072 1, 1965;

1073 (6) Service as a teacher at the Wheeler School and Library, North  
1074 Stonington, prior to September 1, 1949;

1075 (7) Service as a teacher at the Gilbert Home, Winsted, prior to  
1076 September 1, 1948;

1077 (8) Any formal leave of absence as provided in regulations adopted  
1078 by the board, if the member subsequently returns to service for at least  
1079 one school year;

1080 (9) Service as a teacher at the American School for the Deaf, the  
1081 Connecticut Institute for the Blind or the Newington Children's  
1082 Hospital;

1083 (10) Forty or more days of service as a substitute teacher, or the  
1084 equivalent service rendered at less than half-time, in a single public  
1085 school system within the state of Connecticut in any school year,  
1086 provided (A) eighteen days of such service shall equal one month of  
1087 credited service under subsection (a) of this section, and (B) on and after  
1088 July 1, 2022, such days of service shall be rendered within one school  
1089 year;

1090 (11) Service in the armed forces of the United States, other than  
1091 service described in subdivision (3) of this subsection, not to exceed  
1092 thirty months;

1093 (12) Service as a full-time, salaried, elected official of the state or any  
1094 political subdivision of the state during the 1978 calendar year or  
1095 thereafter, if such member subsequently returns to service as a teacher  
1096 in a public school for at least one school year;

1097 (13) Service in the public schools of Connecticut as a member of the  
1098 federal Teacher Corps, not to exceed two years;

1099 (14) Service in the United States Peace Corps;

1100 (15) Service in the United States VISTA (Volunteers in Service to  
1101 America) program;

1102 (16) Service in the public schools of Connecticut as a social work  
1103 assistant, from January 1, 1969, to December 31, 1986, inclusive, if such  
1104 member became a certified school social worker and remained in service  
1105 in the public schools of Connecticut as a social worker after certification;  
1106 and

1107 (17) Service prior to July 1, 2007, as a member of the staff of the State  
1108 Education Resource Center, [established pursuant to section 10-4q of the  
1109 general statutes, revision of 1958, revised to January 1, 2007,] employed  
1110 in a professional capacity while possessing a certificate or permit issued  
1111 by the State Board of Education.

1112 (c) Credited service described in subdivisions (3), (8), [and] (10) and  
1113 (17) of subsection (b) of this section shall be deemed to be service in the  
1114 public schools of Connecticut.

1115 Sec. 24. Subdivision (21) of section 10-183b of the general statutes is  
1116 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
1117 *2023*):

1118 (21) "Public school" means any day school conducted within or  
1119 without this state under the orders and superintendence of a duly  
1120 elected school committee, a board of education, the State Board of  
1121 Education, the Office of Early Childhood, the Board of Regents for  
1122 Higher Education, or any of its constituent units, The University of  
1123 Connecticut Board of Trustees, the board of governors or any of its  
1124 constituent units, the Technical Education and Career System, the E. O.  
1125 Smith School, the Children's Center and its successors, the State  
1126 Education Resource Center established pursuant to section 10-4q of the  
1127 2014 supplement to the general statutes, revision of 1958, revised to  
1128 January 1, 2013, the State Education Resource Center established  
1129 pursuant to section 10-357a, joint activities of boards of education  
1130 authorized by subsection (b) of section 10-158a and (A) any institution  
1131 supported by the state at which teachers are employed or any

1132 incorporated secondary school not under the orders and  
1133 superintendence of a duly elected school committee or board of  
1134 education but located in a town not maintaining a high school and  
1135 providing free tuition to pupils of the town in which it is located, and  
1136 which has been approved by the State Board of Education under the  
1137 provisions of part II of chapter 164, or (B) on and after July 1, 2023, any  
1138 school operated by an interdistrict magnet school operator described in  
1139 section 10-264s, provided [that] such institution, [or such] secondary  
1140 school or school is classified as a public school by the retirement board.

1141 Sec. 25. (*Effective July 1, 2023*) The Teachers' Retirement Board shall  
1142 classify each school operated by Goodwin University Magnet Schools,  
1143 Inc., and Goodwin University Educational Services, Inc., as a public  
1144 school, as defined in subdivision (21) of section 10-183b of the general  
1145 statutes, as amended by this act, and shall admit each teacher, as defined  
1146 in subdivision (28) of section 10-183b of the general statutes, employed  
1147 by Goodwin University Magnet Schools, Inc., and Goodwin University  
1148 Educational Services, Inc., into the Connecticut teachers' retirement  
1149 system.

1150 Sec. 26. Subsection (a) of section 10-156b of the general statutes is  
1151 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
1152 *2023*):

1153 (a) In determining the rights and benefits earned by a teacher under  
1154 section 10-151, as amended by this act, and section 10-156, the  
1155 establishment of a new regional school district shall not be deemed to  
1156 interrupt the continuous employment of a teacher who was employed  
1157 by a local board of education of or a regional board of education for any  
1158 of the towns comprising such new regional school district during the  
1159 school year immediately prior to, or within which, such new regional  
1160 school district is established and such teacher shall continue as an  
1161 employee of the new regional board of education, subject to the  
1162 provisions of section 10-151, as amended by this act.

1163 Sec. 27. Section 10-151b of the general statutes is repealed and the  
1164 following is substituted in lieu thereof (*Effective July 1, 2023*):

1165 (a) The superintendent of each local or regional board of education  
1166 shall annually evaluate or cause to be evaluated each teacher, and for  
1167 the school year commencing July 1, 2013, and each school year  
1168 thereafter, such annual evaluations shall be the teacher evaluation and  
1169 support program adopted pursuant to subsection (b) of this section. The  
1170 superintendent may conduct additional formative evaluations toward  
1171 producing an annual summative evaluation. An evaluation pursuant to  
1172 this subsection shall include, but need not be limited to, strengths, areas  
1173 needing improvement, strategies for improvement and multiple  
1174 indicators of student academic growth. Claims of failure to follow the  
1175 established procedures of such teacher evaluation and support program  
1176 shall be subject to the grievance procedure in collective bargaining  
1177 agreements negotiated subsequent to July 1, 2004. In the event that a  
1178 teacher does not receive a summative evaluation during the school year,  
1179 such teacher shall [receive a "not rated" designation for such school year]  
1180 be recorded as not evaluated. The superintendent shall report (1) the  
1181 status of teacher evaluations to the local or regional board of education  
1182 on or before June first of each year, and (2) the status of the  
1183 implementation of the teacher evaluation and support program,  
1184 including the frequency of evaluations, [aggregate evaluation ratings,]  
1185 the number of teachers who have not been evaluated and other  
1186 requirements as determined by the Department of Education, to the  
1187 Commissioner of Education on or before September fifteenth of each  
1188 year. For purposes of this section, the term "teacher" shall include each  
1189 professional employee of a board of education, below the rank of  
1190 superintendent, who holds a certificate or permit issued by the State  
1191 Board of Education.

1192 (b) (1) Except as provided in subdivision (1) of subsection (d) of this  
1193 section, not later than September 1, 2013, and until June 30, 2024, each  
1194 local and regional board of education shall adopt and implement a  
1195 teacher evaluation and support program that is consistent with the  
1196 guidelines for a model teacher evaluation and support program  
1197 adopted by the State Board of Education, pursuant to subparagraph (A)  
1198 of subdivision (1) of subsection (c) of this section. Such teacher

1199 evaluation and support program shall be developed through mutual  
1200 agreement between the local or regional board of education and the  
1201 professional development and evaluation committee for the school  
1202 district, established pursuant to subsection (b) of section 10-220a. If a  
1203 local or regional board of education is unable to develop a teacher  
1204 evaluation and support program through mutual agreement with such  
1205 professional development and evaluation committee, then such board  
1206 of education and such professional development and evaluation  
1207 committee shall consider the model teacher evaluation and support  
1208 program adopted by the State Board of Education, pursuant to  
1209 subparagraph (B) of subdivision (2) of subsection (c) of this section, and  
1210 such board of education may adopt, through mutual agreement with  
1211 such professional development and evaluation committee, such model  
1212 teacher evaluation and support program. If a local or regional board of  
1213 education and the professional development and evaluation committee  
1214 are unable to mutually agree on the adoption of such model teacher  
1215 evaluation and support program, then such board of education shall  
1216 adopt and implement a teacher evaluation and support program  
1217 developed by such board of education, provided such teacher  
1218 evaluation and support program is consistent with the guidelines  
1219 adopted by the State Board of Education, pursuant to subparagraph (A)  
1220 of subdivision (1) of subsection (c) of this section. Each local and  
1221 regional board of education may commence implementation of the  
1222 teacher evaluation and support program adopted pursuant to this  
1223 subsection in accordance with a teacher evaluation and support  
1224 program implementation plan adopted pursuant to subsection (d) of  
1225 this section.

1226 (2) Except as provided in subdivision (2) of subsection (d) of this  
1227 section, for the school year commencing July 1, 2024, and each school  
1228 year thereafter, each local and regional board of education shall adopt  
1229 and implement a teacher evaluation and support program that is  
1230 consistent with the guidelines for a teacher evaluation and support  
1231 program adopted by the State Board of Education, pursuant to  
1232 subparagraph (B) of subdivision (1) of subsection (c) of this section. Such

1233 teacher evaluation and support program shall be developed through  
1234 mutual agreement between the local or regional board of education and  
1235 the professional development and evaluation committee for the school  
1236 district, established pursuant to subsection (b) of section 10-220a. If a  
1237 local or regional board of education is unable to develop a teacher  
1238 evaluation and support program through mutual agreement with such  
1239 professional development and evaluation committee, then such board  
1240 of education and such professional development and evaluation  
1241 committee shall consider the model teacher evaluation and support  
1242 program adopted by the State Board of Education, pursuant to  
1243 subparagraph (B) of subdivision (2) of subsection (c) of this section, and  
1244 such board of education may adopt, through mutual agreement with  
1245 such professional development and evaluation committee, such model  
1246 teacher evaluation and support program. If a local or regional board of  
1247 education and the professional development and evaluation committee  
1248 are unable to mutually agree on the adoption of such model teacher  
1249 evaluation and support program, then such board of education shall  
1250 adopt and implement a teacher evaluation and support program  
1251 developed by such board of education, provided such teacher  
1252 evaluation and support program is consistent with the guidelines  
1253 adopted by the State Board of Education, pursuant to subparagraph (B)  
1254 of subdivision (1) of subsection (c) of this section.

1255 (c) (1) (A) On or before July 1, 2012, the State Board of Education shall  
1256 adopt, in consultation with the Performance Evaluation Advisory  
1257 Council established pursuant to section 10-151d, as amended by this act,  
1258 guidelines for a model teacher evaluation and support program. Such  
1259 guidelines shall include, but not be limited to, [(A)] (i) the use of four  
1260 performance evaluations designators: Exemplary, proficient,  
1261 developing and below standard; [(B)] (ii) the use of multiple indicators  
1262 of student academic growth and development in teacher evaluations;  
1263 [(C)] (iii) methods for assessing student academic growth and  
1264 development; [(D)] (iv) a consideration of control factors tracked by the  
1265 state-wide public school information system, pursuant to subsection (c)  
1266 of section 10-10a, that may influence teacher performance ratings,

1267 including, but not limited to, student characteristics, student attendance  
1268 and student mobility; [(E)] (v) minimum requirements for teacher  
1269 evaluation instruments and procedures, including scoring systems to  
1270 determine exemplary, proficient, developing and below standard  
1271 ratings; [(F)] (vi) the development and implementation of periodic  
1272 training programs regarding the teacher evaluation and support  
1273 program to be offered by the local or regional board of education or  
1274 regional educational service center for the school district to teachers  
1275 who are employed by such local or regional board of education and  
1276 whose performance is being evaluated and to administrators who are  
1277 employed by such local or regional board of education and who are  
1278 conducting performance evaluations; [(G)] (vii) the provision of  
1279 professional development services based on the individual or group of  
1280 individuals' needs that are identified through the evaluation process;  
1281 [(H)] (viii) the creation of individual teacher improvement and  
1282 remediation plans for teachers whose performance is developing or  
1283 below standard, designed in consultation with such teacher and his or  
1284 her exclusive bargaining representative for certified teachers chosen  
1285 pursuant to section 10-153b, and that [(i)] (I) identify resources, support  
1286 and other strategies to be provided by the local or regional board of  
1287 education to address documented deficiencies, [(ii)] (II) indicate a  
1288 timeline for implementing such resources, support, and other strategies,  
1289 in the course of the same school year as the plan is issued, and [(iii)] (III)  
1290 include indicators of success including a summative rating of proficient  
1291 or better immediately at the conclusion of the improvement and  
1292 remediation plan; [(I)] (ix) opportunities for career development and  
1293 professional growth; and [(J)] (x) a validation procedure to audit  
1294 evaluation ratings of exemplary or below standard by the department  
1295 or a third-party entity approved by the department.

1296 (B) On or before July 1, 2024, the State Board of Education shall adopt,  
1297 in consultation with the Performance Evaluation Advisory Council  
1298 established pursuant to section 10-151d, as amended by this act,  
1299 guidelines for a teacher evaluation and support program. Such  
1300 guidelines shall include, but not be limited to, (i) the use of multiple



1301 indicators of student learning, growth and achievement in teacher  
1302 evaluations; (ii) methods for assessing student learning, growth and  
1303 achievement; (iii) a consideration of control factors tracked by the state-  
1304 wide public school information system, pursuant to subsection (c) of  
1305 section 10-10a, that may influence teacher performance, including, but  
1306 not limited to, student characteristics, student attendance and student  
1307 mobility; (iv) minimum requirements for teacher evaluation  
1308 instruments and procedures, including an annual summary of teacher  
1309 growth provided by the evaluator; (v) the development and  
1310 implementation of periodic training programs regarding the teacher  
1311 evaluation and support program to be offered by the local or regional  
1312 board of education or regional educational service center for the school  
1313 district to teachers who are employed by such local or regional board of  
1314 education and whose performance is being evaluated and to  
1315 administrators who are employed by such local or regional board of  
1316 education and who are conducting performance evaluations; (vi) the  
1317 provision of professional development services based on the individual  
1318 or group of individuals' needs that are identified through the evaluation  
1319 process; (vii) the creation of individual teacher improvement and  
1320 remediation plans for teachers who require additional support,  
1321 designed in consultation with such teacher and his or her exclusive  
1322 bargaining representative for certified teachers chosen pursuant to  
1323 section 10-153b, and that (I) identify resources, support and other  
1324 strategies to be provided by the local or regional board of education to  
1325 address documented deficiencies, (II) indicate a timeline for  
1326 implementing such resources, support, and other strategies, in the  
1327 course of the same school year as the plan is issued, and (III) include  
1328 indicators of success immediately at the conclusion of the improvement  
1329 and remediation plan; (viii) opportunities for career development and  
1330 professional growth; and (ix) a validation procedure to audit  
1331 remediation plans by the department or a third-party entity approved  
1332 by the department.

1333 (2) (A) The State Board of Education [shall, following the completion  
1334 of the teacher evaluation and support pilot program, pursuant to section

1335 10-151f, and the submission of the study of such pilot program,  
1336 pursuant to section 10-151g, review and] may revise, as necessary, the  
1337 guidelines for a [model] teacher evaluation and support program and  
1338 the model teacher evaluation and support program adopted under [this  
1339 subsection] subparagraph (B) of this subdivision.

1340 (B) The State Board of Education shall adopt a model teacher  
1341 evaluation and support program that may be used by local and regional  
1342 boards of education. Such model teacher evaluation and support  
1343 program shall be consistent with the guidelines described in subdivision  
1344 (1) of this subsection.

1345 (d) (1) A local or regional board of education may phase in full  
1346 implementation of the teacher evaluation and support program adopted  
1347 pursuant to subsection (b) of this section during the school years  
1348 commencing July 1, 2013, and July 1, 2014, pursuant to a teacher  
1349 evaluation and support program implementation plan adopted by the  
1350 State Board of Education, in consultation with the Performance  
1351 Evaluation Advisory Council, not later than July 1, 2013. The  
1352 Commissioner of Education may waive the provisions of subdivision (1)  
1353 of subsection (b) of this section and the implementation plan provisions  
1354 of this subsection for any local or regional board of education that has  
1355 expressed an intent, not later than July 1, 2013, to adopt a teacher  
1356 evaluation program for which such board requests a waiver in  
1357 accordance with this subsection.

1358 (2) The Commissioner of Education may waive the provisions of  
1359 subdivision (2) of subsection (b) of this section for any local or regional  
1360 board of education that has expressed an intent, not later than July 1,  
1361 2024, to adopt a teacher evaluation program for which such board  
1362 requests a waiver in accordance with this subsection.

1363 Sec. 28. Section 10-151d of the general statutes is repealed and the  
1364 following is substituted in lieu thereof (*Effective July 1, 2023*):

1365 (a) There is established a Performance Evaluation Advisory Council  
1366 within the Department of Education. Membership of the council shall

1367 consist of: (1) The Commissioner of Education and the president of the  
1368 Connecticut State Colleges and Universities, or their designees, (2) one  
1369 representative from each of the following associations, designated by  
1370 the association, the Connecticut Association of Boards of Education, the  
1371 Connecticut Association of Public School Superintendents, the  
1372 Connecticut Federation of School Administrators, the Connecticut  
1373 Education Association, the American Federation of Teachers-  
1374 Connecticut, the Connecticut Association of School Administrators and  
1375 the Connecticut Association of Schools, (3) a representative from the  
1376 Task Force to Diversify the Educator Workforce, established pursuant  
1377 to section 10-156aa, designated by the chairpersons of said task force,  
1378 and (4) persons selected by the Commissioner of Education who shall  
1379 include, but need not be limited to, teachers, persons with expertise in  
1380 performance evaluation processes and systems, and any other person  
1381 the commissioner deems appropriate.

1382 (b) The council shall be responsible for (1) assisting the State Board of  
1383 Education in the development of (A) guidelines for a [model] teacher  
1384 evaluation and support program, and (B) a model teacher evaluation  
1385 and support program, pursuant to subsection (c) of section 10-151b, as  
1386 amended by this act, and (2) the data collection and evaluation support  
1387 system, pursuant to subsection (c) of section 10-10a. [, and (3) assisting  
1388 the State Board of Education in the development of a teacher evaluation  
1389 and support program implementation plan, pursuant to subsection (e)  
1390 of section 10-151b.] The council shall meet at least quarterly. The council  
1391 shall collaborate with the Task Force to Diversify the Educator  
1392 Workforce, established pursuant to section 10-156aa, to focus on issues  
1393 concerning equity and closing the achievement gap, as defined in  
1394 section 10-14u.

1395 (c) On and after July 1, 2018, the council shall, in collaboration with  
1396 the [minority teacher recruitment task force] Task Force to Diversify the  
1397 Educator Workforce, incorporate into the work of the council strategies  
1398 and a framework for educators to be effective in closing the achievement  
1399 gap and in increasing educational opportunities.

1400 Sec. 29. Section 10-151h of the general statutes is repealed and the  
1401 following is substituted in lieu thereof (*Effective July 1, 2023*):

1402 (a) Upon the implementation of the teacher evaluation and support  
1403 program adopted pursuant to subsection (b) of section 10-151b, as  
1404 amended by this act, each local and regional board of education shall  
1405 conduct training programs for all evaluators and orientation for all  
1406 teachers employed by such board relating to the provisions of such  
1407 teacher evaluation and support program adopted by such board of  
1408 education. Such training shall provide instruction to evaluators in how  
1409 to conduct proper performance evaluations prior to conducting an  
1410 evaluation under the teacher evaluation and support program. Such  
1411 orientation shall be completed by each teacher before a teacher receives  
1412 an evaluation under the teacher evaluation and support program. For  
1413 purposes of this section, "teacher" includes each professional employee  
1414 of a board of education, below the rank of superintendent, who holds a  
1415 certificate or permit issued by the State Board of Education.

1416 (b) For the school year commencing July 1, [2014] 2023, and each  
1417 school year thereafter, each local and regional board of education shall  
1418 (1) conduct the training programs and orientation described in  
1419 subsection (a) of this section at least [biennially] annually to all  
1420 evaluators and teachers employed by such board, (2) conduct such  
1421 training programs for all new evaluators prior to any evaluations  
1422 conducted by such evaluators, and (3) provide such orientation to all  
1423 new teachers hired by such board before such teachers receive an  
1424 evaluation.

1425 Sec. 30. Subsection (c) of section 10-223h of the general statutes is  
1426 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
1427 *2023*):

1428 (c) Following the establishment of a turnaround committee, the  
1429 Department of Education shall conduct, in consultation with the local or  
1430 regional board of education for a school selected to participate in the  
1431 commissioner's network of schools, the school governance council for

1432 such school and such turnaround committee, an operations and  
1433 instructional audit, as described in subparagraph (A) of subdivision (2)  
1434 of subsection (e) of section 10-223e, for such school. Such operations and  
1435 instructional audit shall be conducted pursuant to guidelines issued by  
1436 the department and shall determine the extent to which the school (1)  
1437 has established a strong family and community connection to the school;  
1438 (2) has a positive school environment, as evidenced by a culture of high  
1439 expectations, a safe and orderly workplace, and that address other  
1440 nonacademic factors that impact student achievement, such as students'  
1441 social, emotional, arts, cultural, recreational and health needs; (3) has  
1442 effective leadership, as evidenced by the school principal's performance  
1443 appraisals, track record in improving student achievement, ability to  
1444 lead turnaround efforts, and managerial skills and authority in the areas  
1445 of scheduling, staff management, curriculum implementation and  
1446 budgeting; (4) has effective teachers and support staff as evidenced by  
1447 performance evaluations, policies to retain staff determined to be  
1448 effective and who have the ability to be successful in the turnaround  
1449 effort, policies to prevent ineffective teachers from transferring to the  
1450 schools, and job-embedded, ongoing professional development  
1451 informed by the teacher evaluation and support programs that are tied  
1452 to teacher and student needs; (5) uses time effectively as evidenced by  
1453 the redesign of the school day, week, or year to include additional time  
1454 for student learning and teacher collaboration; (6) has a curriculum and  
1455 instructional program that is based on student needs, is research-based,  
1456 rigorous and aligned with state academic content standards, and serves  
1457 all children, including students at every achievement level; and (7) uses  
1458 evidence to inform decision-making and for continuous improvement,  
1459 including by providing time for collaboration on the use of data. Such  
1460 operations and instructional audit shall be informed by an inventory of  
1461 the following: (A) Before and after school programs, (B) any school-  
1462 based health centers, family resource centers or other community  
1463 services offered at the school, including, but not limited to, social  
1464 services, mental health services and parenting support programs, (C)  
1465 whether scientific research-based interventions are being fully  
1466 implemented at the school, (D) resources for scientific research-based

1467 interventions during the school year and summer school programs, (E)  
1468 resources for gifted and talented students, (F) the length of the school  
1469 day and the school year, (G) summer school programs, (H) alternative  
1470 education, as defined in section 10-74j, if any, offered to students at the  
1471 school, (I) the number of teachers employed at the school and the  
1472 number of teachers who have left the school in each of the previous three  
1473 school years, (J) student mobility, including the number of students who  
1474 have been enrolled in and left the school, (K) the number of students  
1475 whose primary language is not English, (L) the number of students  
1476 receiving special education services, (M) the number of truants, (N) the  
1477 number of students who are eligible for free or reduced price lunches,  
1478 (O) the number of students who are eligible for HUSKY A, (P) the  
1479 curricula used at the school, (Q) the reading curricula and programs for  
1480 kindergarten to grade three, inclusive, if any, at the school, (R) arts and  
1481 music programs offered at the school, (S) physical education programs  
1482 offered and periods for recess or physical activity, (T) the number of  
1483 school psychologists at the school and the ratio of school psychologists  
1484 to students at the school, (U) the number of social workers at the school  
1485 and the ratio of social workers to students at the school, (V) the teacher  
1486 and administrator performance evaluation program, including the  
1487 frequency of performance evaluations, how such evaluations are  
1488 conducted and by whom, the standards for performance ratings and  
1489 follow-up and remediation plans and the [aggregate] results of teacher  
1490 performance evaluation ratings conducted pursuant to section 10-151b,  
1491 as amended by this act, and any other available measures of teacher  
1492 effectiveness, (W) professional development activities and programs,  
1493 (X) teacher and student access to technology inside and outside of the  
1494 classroom, (Y) student access to and enrollment in mastery test  
1495 preparation programs, (Z) the availability of textbooks, learning  
1496 materials and other supplies, (AA) student demographics, including  
1497 race, gender and ethnicity, (BB) chronic absenteeism, and (CC)  
1498 preexisting school improvement plans, for the purpose of (i)  
1499 determining why such school improvement plans have not improved  
1500 student academic performance, and (ii) identifying governance, legal,  
1501 operational, staffing or resource constraints that contributed to the lack

1502 of student academic performance at such school and should be  
1503 addressed, modified or removed for such school to improve student  
1504 academic performance.

1505 Sec. 31. Subsection (d) of section 10-262u of the general statutes is  
1506 repealed and the following is substituted in lieu thereof (*Effective July 1,*  
1507 *2023*):

1508 (d) The local or regional board of education for a town designated as  
1509 an alliance district may apply to the Commissioner of Education, at such  
1510 time and in such manner as the commissioner prescribes, to receive any  
1511 increase in funds received over the amount the town received for the  
1512 prior fiscal year pursuant to subsection (a) of section 10-262i.  
1513 Applications pursuant to this subsection shall include objectives and  
1514 performance targets and a plan that are developed, in part, on the  
1515 strategic use of student academic performance data. Such plan may  
1516 include, but not be limited to, the following: (1) A tiered system of  
1517 interventions for the schools under the jurisdiction of such board based  
1518 on the needs of such schools, (2) ways to strengthen the foundational  
1519 programs in reading, through the intensive reading instruction program  
1520 pursuant to section 10-14u, to ensure reading mastery in kindergarten  
1521 to grade three, inclusive, with a focus on standards and instruction,  
1522 proper use of data, intervention strategies, current information for  
1523 teachers, parental engagement, and teacher professional development,  
1524 (3) additional learning time, including extended school day or school  
1525 year programming administered by school personnel or external  
1526 partners, (4) a talent strategy that includes, but is not limited to, teacher  
1527 and school leader recruitment and assignment, career ladder policies  
1528 that draw upon guidelines for a [model] teacher evaluation program  
1529 adopted by the State Board of Education, pursuant to section 10-151b,  
1530 as amended by this act, and adopted by each local or regional board of  
1531 education. Such talent strategy may include provisions that  
1532 demonstrate increased ability to attract, retain, promote and bolster the  
1533 performance of staff in accordance with performance evaluation  
1534 findings and, in the case of new personnel, other indicators of  
1535 effectiveness, (5) training for school leaders and other staff on new

1536 teacher evaluation models, (6) provisions for the cooperation and  
1537 coordination with early childhood education providers to ensure  
1538 alignment with district expectations for student entry into kindergarten,  
1539 including funding for an existing local Head Start program, (7)  
1540 provisions for the cooperation and coordination with other  
1541 governmental and community programs to ensure that students receive  
1542 adequate support and wraparound services, including community  
1543 school models, (8) provisions for implementing and furthering state-  
1544 wide education standards adopted by the State Board of Education and  
1545 all activities and initiatives associated with such standards, (9) strategies  
1546 for attracting and recruiting minority teachers and administrators, (10)  
1547 provisions for the enhancement of bilingual education programs,  
1548 pursuant to section 10-17f, or other language acquisition services to  
1549 English language learners, including, but not limited to, participation in  
1550 the English language learner pilot program, established pursuant to  
1551 section 10-17n, (11) entering into the model school district  
1552 responsibilities agreement, described in section 10-223l, (12) leadership  
1553 succession plans that provide training and learning opportunities for  
1554 administrators and are designed to assist in the seamless transition of  
1555 school and district personnel in and out of leadership positions in the  
1556 school district and the continuous implementation of plans developed  
1557 under this subsection, (13) implementing the policy adopted pursuant  
1558 to section 10-223m to improve completion rates of the Free Application  
1559 for Federal Student Aid by students enrolled in grade twelve in a high  
1560 school under the jurisdiction of such board or students enrolled in an  
1561 adult education program maintained by such board pursuant to section  
1562 10-69, and, as applicable, the parent and guardians of such students, and  
1563 (14) any additional categories or goals as determined by the  
1564 commissioner. Such plan shall demonstrate collaboration with key  
1565 stakeholders, as identified by the commissioner, with the goal of  
1566 achieving efficiencies and the alignment of intent and practice of current  
1567 programs with conditional programs identified in this subsection. The  
1568 commissioner may (A) require changes in any plan submitted by a local  
1569 or regional board of education before the commissioner approves an  
1570 application under this subsection, and (B) permit a local or regional



1571 board of education, as part of such plan, to use a portion of any funds  
 1572 received under this section for the purposes of paying tuition charged  
 1573 to such board pursuant to subdivision (1) of subsection (k) of section 10-  
 1574 264l or subsection (b) of section 10-264o.

1575 Sec. 32. Sections 10-151f and 10-151g of the general statutes are  
 1576 repealed. (*Effective July 1, 2023*)"

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>July 1, 2023</i>	10-151(d)
Sec. 3	<i>July 1, 2023</i>	10-153f
Sec. 4	<i>July 1, 2023</i>	10-153e(e)
Sec. 5	<i>July 1, 2024</i>	10-15c
Sec. 6	<i>July 1, 2024</i>	New section
Sec. 7	<i>July 1, 2023</i>	10-148a(a)
Sec. 8	<i>July 1, 2023</i>	New section
Sec. 9	<i>July 1, 2023</i>	10-220(c)
Sec. 10	<i>July 1, 2023</i>	10-1
Sec. 11	<i>July 1, 2023</i>	New section
Sec. 12	<i>from passage</i>	New section
Sec. 13	<i>July 1, 2023</i>	10-148d(a)
Sec. 14	<i>July 1, 2023</i>	10-220a(b) and (c)
Sec. 15	<i>July 1, 2023</i>	10-76d(a)(10)(I)
Sec. 16	<i>July 1, 2023</i>	10-145d(f)
Sec. 17	<i>from passage</i>	New section
Sec. 18	<i>July 1, 2023</i>	10-145n(a)
Sec. 19	<i>July 1, 2023</i>	10-145a(i)
Sec. 20	<i>July 1, 2023</i>	New section
Sec. 21	<i>July 1, 2023</i>	10-8c
Sec. 22	<i>July 1, 2023</i>	10-145(a)
Sec. 23	<i>July 1, 2023</i>	10-183e(b) and (c)
Sec. 24	<i>July 1, 2023</i>	10-183b(21)
Sec. 25	<i>July 1, 2023</i>	New section
Sec. 26	<i>July 1, 2023</i>	10-156b(a)
Sec. 27	<i>July 1, 2023</i>	10-151b
Sec. 28	<i>July 1, 2023</i>	10-151d
Sec. 29	<i>July 1, 2023</i>	10-151h

Sec. 30	<i>July 1, 2023</i>	10-223h(c)
Sec. 31	<i>July 1, 2023</i>	10-262u(d)
Sec. 32	<i>July 1, 2023</i>	Repealer section