



General Assembly

February Session, 2024

Raised Bill No. 381

LCO No. 2649



Referred to Committee on EDUCATION

Introduced by:
(ED)

AN ACT CONCERNING THE TEACHING PROFESSION AND REVISIONS TO THE MANDATED REPORTER REQUIREMENTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective July 1, 2024*) Any collective bargaining
2 agreement entered into, amended or extended on or after July 1, 2025,
3 between a local or regional board of education and the representatives
4 of the exclusive bargaining unit for certified employees, chosen
5 pursuant to section 10-153b of the general statutes, shall establish a
6 minimum salary for certified teachers that is not less than sixty thousand
7 dollars annually.

8 Sec. 2. (NEW) (*Effective July 1, 2024*) For the fiscal year ending June 30,
9 2026, and annually thereafter, the Office of Policy and Management
10 shall create an independent appropriation for the purposes of providing
11 a teacher salary enhancement subsidy to local and regional boards of
12 education. The office shall use the funds available in such independent
13 appropriation to provide a subsidy to each local or regional board of
14 education in an amount equal to the difference between the annual
15 salary, as of July 1, 2024, of a certified teacher who is employed by such
16 board on said date and the minimum salary required pursuant to
17 section 1 of this act for each certified teacher employed by such board of

18 education whose annual salary is less than sixty thousand dollars. Any
19 such subsidy provided to a local or regional board of education under
20 this section shall not be combined with any other state grant provided
21 to local or regional boards of education under any provision of the
22 general statutes.

23 Sec. 3. (*Effective from passage*) The sum of fifty-five million dollars is
24 allocated, in accordance with the provisions of special act 21-1, from the
25 federal funds designated for the state pursuant to the provisions of
26 Section 602 of Subtitle M of Title IX of the American Rescue Plan Act of
27 2021, P.L. 117-2, as amended from time to time, to the Department of
28 Education, for the fiscal year ending June 30, 2024, for the purpose of
29 providing a COVID-19 recognition payment in the amount of one
30 thousand dollars to each certified teacher who was employed by a local
31 or regional board of education and providing instruction during the
32 school years commencing July 1, 2019, and July 1, 2020.

33 Sec. 4. Subsection (a) of section 31-3i of the 2024 supplement to the
34 general statutes is repealed and the following is substituted in lieu
35 thereof (*Effective July 1, 2024*):

36 (a) Pursuant to Section 101 of the federal Workforce Innovation and
37 Opportunity Act of 2014, P.L. 113-128, the members of the Governor's
38 Workforce Council shall be:

39 (1) The Governor;

40 (2) A member of the House of Representatives, appointed by the
41 speaker of the House of Representatives, and a member of the Senate,
42 appointed by the president pro tempore of the Senate;

43 (3) Twenty-four members, appointed by the Governor, who (A) are
44 owners of a business, chief executives or operating officers of a business,
45 or other business executives or employers with optimum policy-making
46 or hiring authority; (B) represent businesses or organizations
47 representing businesses that provide employment opportunities that, at
48 a minimum, include high-quality, work-relevant training and

49 development in in-demand industry sectors or occupation in the state;
50 or (C) have been nominated by state business organizations or business
51 trade associations. At a minimum, at least one such member shall
52 represent small businesses, as defined by the United States Small
53 Business Administration.

54 (4) The Labor Commissioner, Commissioner of Aging and Disability
55 Services, Commissioner of Education, Commissioner of Economic and
56 Community Development and the Chief Workforce Officer, or their
57 respective designees;

58 (5) Four representatives of labor organizations, who have been
59 nominated by state labor federations and appointed by the Governor;

60 (6) An individual, appointed by the Governor, who is a member of a
61 labor organization or a training director from a joint labor-management
62 apprenticeship program, or, if no such joint program exists in the state,
63 such a representative of an apprenticeship program in the state;

64 (7) An individual, appointed by the Governor, who is an expert in
65 residential construction;

66 (8) Five members, appointed by the Governor, who represent
67 community-based organizations that have demonstrated experience
68 and expertise in addressing employment, training, or education,
69 including one representative of a community action agency, as defined
70 in section 17b-885, and one representative of a philanthropic
71 organization;

72 (9) A representative from the Connecticut State Colleges and
73 Universities, a representative from The University of Connecticut and a
74 representative from a nonprofit institution of higher education in the
75 state, each appointed by the Governor;

76 (10) A representative from a regional vocational-technical school and
77 a representative from a regional agricultural science and technology
78 school, each appointed by the Governor;

79 (11) Two superintendents of a local or regional board of education,
80 appointed by the Governor;

81 (12) A certified teacher employed by a local or regional board of
82 education, appointed by the Governor;

83 [(12)] (13) Two chief elected officials of municipalities, appointed by
84 the Governor; and

85 [(13)] (14) Two members of the public, who are enrolled in or who
86 have recently completed a nondegree workforce training program,
87 appointed by the Governor.

88 Sec. 5. Subsection (e) of section 10-144d of the 2024 supplement to the
89 general statutes is repealed and the following is substituted in lieu
90 thereof (*Effective July 1, 2024*):

91 (e) The council shall (1) advise the [State Board of Education, the
92 Governor] Commissioner of Education and the joint standing
93 committee of the General Assembly having cognizance of matters
94 relating to education concerning [teacher preparation,] teacher
95 recruitment, teacher retention, [teacher certification,] teacher
96 professional development, teacher assessment and evaluation, [and]
97 teacher professional discipline,]; (2) review and comment upon all
98 regulations and other standards concerning the approval of teacher
99 preparation programs and teacher certification] the equitable
100 distribution of teachers, diversity of the teaching workforce, special
101 education, testing and assessment of students, school safety and social-
102 emotional learning; (2) share perspectives on the impact of proposed
103 policies and initiatives on classroom practice with the commissioner and
104 the joint standing committee of the General Assembly having
105 cognizance of matters relating to education; (3) provide suggestions and
106 feedback on guidance to be sent to school districts related to the
107 implementation of such policies and initiatives with the commissioner;
108 and [(3)] (4) report to the [State Board of Education, the Governor]
109 commissioner and the joint standing committee of the General
110 Assembly having cognizance of matters relating to education not later

111 than January 15, 1991, and annually thereafter, on its activities and
112 recommendations, if any, concerning the condition of the teaching
113 profession.

114 Sec. 6. Subsection (a) of section 10-183l of the 2024 supplement to the
115 general statutes is repealed and the following is substituted in lieu
116 thereof (*Effective July 1, 2024*):

117 (a) (1) On and after July 1, 1991, the management of the system shall
118 continue to be vested in the Teachers' Retirement Board, whose
119 members shall include the Treasurer, the Secretary of the Office of Policy
120 and Management and the Commissioner of Education, or their
121 designees, who shall be voting members of the board, ex officio. (2) On
122 or before June 15, 1985, and quadrennially thereafter, the members of
123 the system shall elect from their number, in a manner prescribed by said
124 board, two persons to serve as members of said board for terms of four
125 years beginning July first following such election. Both of such persons
126 shall be active teachers who shall be nominated by the members of the
127 system who are not retired and elected by all the members of the system.
128 On or before July 1, 1991, and quadrennially thereafter, the members of
129 the system shall elect from their number, in a manner prescribed by said
130 board, three persons to serve as members of said board for terms of four
131 years beginning July first following such election. Two of such persons
132 shall be retired teachers who shall be nominated by the retired members
133 of the system and elected by all the members of the system and one shall
134 be an active teacher who shall be nominated by the members of the
135 system who are not retired and elected by all the members of the system.
136 (3) On or before July 1, 2011, and quadrennially thereafter, the members
137 of the system shall elect from their number, in a manner prescribed by
138 said board, one person to serve as a member of said board for a term of
139 four years beginning July first following such election. Such person shall
140 be an active teacher who shall be nominated by the members of the
141 system who are not retired, elected by all the members of the system
142 and a member of an exclusive representative of a teachers' bargaining
143 unit that is not represented by the members of the board elected under
144 subdivision (2) of this subsection. (4) On or before October 1, 2023, [and

145 quadrennially thereafter,] the retired members of the system shall elect
 146 from their number, in a manner prescribed by said board, two persons
 147 to serve as members of said board for a term [of four years] beginning
 148 October first following such election and terminating on June 30, 2027.
 149 Both of such persons shall be (A) retired teachers who are receiving a
 150 pension benefit from the system, and (B) nominated and elected by the
 151 members of the system who are retired. (5) On or before July 1, 2027,
 152 and quadrennially thereafter, the members of the system shall elect from
 153 their number, in a manner prescribed by said board, two retired
 154 members to serve as members of said board for a term of four years
 155 beginning July first following such election. Both of such persons shall
 156 be (A) retired teachers who are receiving a pension benefit from the
 157 system, and (B) nominated by the members of the system who are
 158 retired and elected by all the members of the system. (6) If a vacancy
 159 occurs in the positions filled by the members of the system who are not
 160 retired, said board shall elect a member of the system who is not retired
 161 to fill the unexpired portion of the term. If a vacancy occurs in the
 162 positions filled by the retired members of the system, said board shall
 163 elect a retired member of the system to fill the unexpired portion of the
 164 term. The Governor shall appoint five public members to said board in
 165 accordance with the provisions of section 4-9a, one of whom shall be the
 166 mayor, first selectman or chief elected official of a municipality. On and
 167 after October 31, 2017, the Governor shall fill the next vacant position on
 168 the board that is appointed by the Governor with a person who is the
 169 mayor, first selectman or chief elected official of a municipality. The
 170 members of the board shall serve without compensation, but shall be
 171 reimbursed for any expenditures or loss of salary or wages which they
 172 incur through service on the board. A majority of the membership of the
 173 board shall constitute a quorum for the transaction of any business.

174 Sec. 7. Subsection (d) of section 10-151 of the general statutes is
 175 repealed and the following is substituted in lieu thereof (*Effective July 1,*
 176 *2024*):

177 (d) The contract of employment of a teacher who has attained tenure
 178 shall be continued from school year to school year, except that it may be

179 terminated at any time for one or more of the following reasons: (1)
180 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
181 notified on or after July 1, 2014, that termination is under consideration
182 due to incompetence or ineffectiveness, the determination of
183 incompetence or ineffectiveness is based on evaluation of the teacher
184 using teacher evaluation guidelines established pursuant to section 10-
185 151b; (2) insubordination against reasonable rules of the board of
186 education; (3) moral misconduct; (4) disability, as shown by competent
187 medical evidence; (5) elimination of the position to which the teacher
188 was appointed or loss of a position to another teacher, if no other
189 position exists to which such teacher may be appointed if qualified,
190 provided such teacher, if qualified, shall be appointed to a position held
191 by a teacher who has not attained tenure, and provided further that
192 determination of the individual contract or contracts of employment to
193 be terminated shall be made in accordance with either (A) a provision
194 for a layoff procedure agreed upon by the board of education and the
195 exclusive employees' representative organization, or (B) in the absence
196 of such agreement, a written policy of the board of education; or (6)
197 other [due and sufficient] just cause. Nothing in this section or in any
198 other section of the general statutes or of any special act shall preclude
199 a board of education from making an agreement with an exclusive
200 bargaining representative which contains a recall provision. Prior to
201 terminating a contract, the superintendent shall give the teacher
202 concerned a written notice that termination of such teacher's contract is
203 under consideration and give such teacher a statement of the reasons for
204 such consideration of termination. Not later than ten calendar days after
205 receipt of written notice by the superintendent that contract termination
206 is under consideration, such teacher may file with the local or regional
207 board of education a written request for a hearing. [A board of
208 education may designate a subcommittee of three or more board
209 members to conduct hearings and submit written findings and
210 recommendations to the board for final disposition in the case of
211 teachers whose contracts are terminated.] Such hearing shall commence
212 not later than fifteen calendar days after receipt of such request, unless
213 the parties mutually agree to an extension, not to exceed fifteen calendar

214 days [(A) before the board of education or a subcommittee of the board,
215 or (B) if indicated in such request or if designated by the board] before
216 an impartial hearing officer chosen by the teacher and the
217 superintendent. If the parties are unable to agree upon the choice of a
218 hearing officer not later than five calendar days after the decision to use
219 a hearing officer, the hearing officer shall be selected with the assistance
220 of the American Arbitration Association using its expedited selection
221 process and in accordance with its rules for selection of a neutral
222 arbitrator in grievance arbitration. If the hearing officer is not selected
223 with the assistance of such association after five days, the hearing shall
224 be held before the board of education or a subcommittee of the board.
225 When the reason for termination is incompetence or ineffectiveness, the
226 hearing shall [(i)] (A) address the question of whether the performance
227 evaluation ratings of the teacher were determined in good faith in
228 accordance with the program adopted by the local or regional board of
229 education pursuant to section 10-151b and were reasonable in light of
230 the evidence presented, and [(ii)] (B) be limited to twelve total hours of
231 evidence and testimony, with each side allowed not more than six hours
232 to present evidence and testimony except the board, subcommittee of
233 the board or impartial hearing officer may extend the time period for
234 evidence and testimony at the hearing when good cause is shown. Not
235 later than forty-five calendar days after receipt of the request for a
236 hearing, the [subcommittee of the board or] hearing officer, unless the
237 parties mutually agree to an extension not to exceed fifteen calendar
238 days, shall [submit written findings and a recommendation to the board
239 of education as to the disposition of the charges against the teacher and
240 shall send a copy of such findings and recommendation to the teacher.
241 The board of education shall give the teacher concerned its written
242 decision not later than fifteen calendar days after receipt of the written
243 recommendation of the subcommittee or hearing officer] render to the
244 board of education and the teacher a written disposition that shall be
245 binding on the parties. Each party shall share equally the fee of the
246 hearing officer and all other costs incidental to the hearing. [If the
247 hearing is before the board of education, the board shall render its
248 decision not later than fifteen calendar days after the close of such

249 hearing and shall send a copy of its decision to the teacher.] The hearing
250 shall be public if the teacher so requests, [or the board, subcommittee or
251 hearing officer so designates.] The teacher concerned shall have the right
252 to appear with counsel at the hearing, whether public or private. [A
253 copy of a transcript of the proceedings of the hearing shall be furnished
254 by the board of education, upon written request by the teacher within
255 fifteen days after the board's decision, provided the teacher shall assume
256 the cost of any such copy.] Nothing [herein] contained in this section
257 shall deprive a board of education or superintendent of the power to
258 suspend a teacher from duty immediately when serious misconduct is
259 charged without prejudice to the rights of the teacher as otherwise
260 provided in this section.

261 Sec. 8. Section 10-153f of the general statutes is repealed and the
262 following is substituted in lieu thereof (*Effective July 1, 2024*):

263 [(a) There shall be in the Department of Education an arbitration
264 panel of not less than twenty-four or more than twenty-nine persons to
265 serve as provided in subsection (c) of this section. The Governor shall
266 appoint the members of such panel, with the advice and consent of the
267 General Assembly, as follows: (1) Seven members who are
268 representative of the interests of local and regional boards of education
269 and selected from lists of names submitted by such boards; (2) seven
270 members who are representative of the interests of exclusive bargaining
271 representatives of certified employees and selected from lists of names
272 submitted by such bargaining representatives; and (3) not less than ten
273 or more than fifteen members who are impartial representatives of the
274 interests of the public in general, residents of the state of Connecticut,
275 experienced in public sector collective bargaining interest impasse
276 resolution and selected from lists of names submitted by the State Board
277 of Education. The lists of names submitted to the Governor pursuant to
278 subdivisions (1) to (3), inclusive, of this subsection shall, in addition to
279 complying with the provisions of section 4-9b, include a report from the
280 State Board of Education certifying that the process conducted for
281 soliciting applicants made adequate outreach to minority communities
282 and documenting that the number and make-up of minority applicants

283 considered reflect the state's racial and ethnic diversity. Each member of
284 the panel serving on or appointed after January 1, 2016, shall serve a
285 term of four years, except that each arbitrator shall hold office until a
286 successor is appointed and any arbitrator not reappointed shall finish to
287 conclusion any arbitration for which such arbitrator has been selected
288 or appointed. Arbitrators may be removed for good cause. If any
289 vacancy occurs in such panel, the Governor shall act within forty days
290 to fill such vacancy in the manner provided in section 4-19. Persons
291 appointed to the arbitration panel shall serve without compensation but
292 each shall receive a per diem fee for any day during which such person
293 is engaged in the arbitration of a dispute pursuant to this section. The
294 parties to the dispute so arbitrated shall pay the fee in accordance with
295 subsection (c) of this section.]

296 [(b)] (a) If any local or regional board of education cannot agree with
297 the exclusive representatives of a teachers' or administrators' unit after
298 negotiation concerning the terms and conditions of employment
299 applicable to the employees in such unit, either party may submit the
300 issues to the commissioner for mediation. On the one hundred sixtieth
301 day prior to the budget submission date, the commissioner shall order
302 the parties to report their settlement. If, on such one hundred sixtieth
303 day, the parties have not reached agreement and have failed to initiate
304 mediation, the commissioner shall order the parties to notify the
305 commissioner of the name of a mutually selected mediator and to
306 commence mediation. The commissioner may order the parties to
307 appear before said commissioner during the mediation period. In either
308 case, the parties shall meet with a mediator mutually selected by them,
309 provided such parties shall inform the commissioner of the name of
310 such mediator, or with the commissioner or the commissioner's agents
311 or a mediator designated by said commissioner. Mediators shall be
312 chosen from a panel of mediators selected by the State Board of
313 Education or from outside such panel if mutually agreed by the parties.
314 Such mediators shall receive a per diem fee determined on the basis of
315 the prevailing rate for such services, and the parties shall share equally
316 in the cost of such mediation. In any civil or criminal case, any

317 proceeding preliminary thereto, or in any legislative or administrative
318 proceeding, a mediator shall not disclose any confidential
319 communication made to such mediator in the course of mediation
320 unless the party making such communication waives such privilege.
321 The parties shall provide such information as the commissioner may
322 require. The commissioner may recommend a basis for settlement but
323 such recommendations shall not be binding upon the parties. Such
324 recommendation shall be made [within] not later than twenty-five days
325 after the day on which mediation begins.

326 [(c)] (1) On the fourth day next following the end of the mediation
327 session or on the one hundred thirty-fifth day prior to the budget
328 submission date, whichever is sooner, the commissioner shall order the
329 parties to report their settlement of the dispute or, if there is no
330 settlement, to notify the commissioner, [of either their agreement to
331 submit their dispute to a single arbitrator or the name of the arbitrator
332 selected by each of them. Within five days of providing such notice, the
333 parties shall notify the commissioner of the name of the arbitrator if
334 there is an agreement on a single arbitrator appointed to the panel
335 pursuant to subdivision (3) of subsection (a) of this section or agreement
336 on the third arbitrator appointed to the panel pursuant to said
337 subdivision. The commissioner may order the parties to appear before
338 said commissioner during the arbitration period. If the parties have
339 notified the commissioner of their agreement to submit their dispute to
340 a single arbitrator and they have not agreed on such arbitrator, within
341 five days after such notification, the commissioner shall select such
342 single arbitrator who shall be an impartial representative of the interests
343 of the public in general. If each party has notified the commissioner of
344 the name of the arbitrator it has selected and the parties have not agreed
345 on the third arbitrator, within five days after such notification, the
346 commissioner shall select a third arbitrator, who shall be an impartial
347 representative of the interests of the public in general. If either party fails
348 to notify the commissioner of the name of an arbitrator, the
349 commissioner shall select an arbitrator to serve and the commissioner
350 shall also select a third arbitrator who shall be an impartial

351 representative of the interests of the public in general. Any selection
352 pursuant to this section by the commissioner of an impartial arbitrator
353 shall be made at random from among the members appointed under
354 subdivision (3) of subsection (a) of this section. Arbitrators shall be
355 selected from the panel appointed pursuant to subsection (a) of this
356 section and shall receive a per diem fee determined on the basis of the
357 prevailing rate for such services. Whenever a panel of three arbitrators
358 is selected, the chairperson of such panel shall be the impartial
359 representative of the interests of the public in general.]

360 (2) The [chairperson of the arbitration panel or the single] arbitrator
361 shall set the date, time and place for a hearing to be held in the school
362 district between the fifth and twelfth day, inclusive, after such
363 [chairperson or such single] arbitrator is selected. At least five days prior
364 to such hearing, a written notice of the date, time and place of the
365 hearing shall be sent to the board of education and the representative
366 organization which are parties to the dispute. [, and, if a three-member
367 arbitration panel is selected or designated, to the other members of such
368 panel.] Such written notice shall also be sent, by registered mail, return
369 receipt requested, to the fiscal authority having budgetary responsibility
370 or charged with making appropriations for the school district, and a
371 representative designated by such body may be heard at the hearing as
372 part of the presentation and participation of the board of education. At
373 the hearing each party shall have full opportunity to submit all relevant
374 evidence, to introduce relevant documents and written material and to
375 argue on behalf of its positions. At the hearing a representative of the
376 fiscal authority having budgetary responsibility or charged with
377 making appropriations for the school district shall be heard regarding
378 the financial capability of the school district, unless such opportunity to
379 be heard is waived by the fiscal authority. The nonappearance of the
380 representative shall constitute a waiver of the opportunity to be heard
381 unless there is a showing that proper notice was not given to the fiscal
382 authority. The [chairperson of the arbitration panel or the single]
383 arbitrator shall preside over such hearing.

384 (3) The hearing may, at the discretion of the [arbitration panel or the

385 single] arbitrator, be continued but in any event shall be concluded
386 within twenty-five days after its commencement.

387 (4) After hearing all the issues, the [arbitrators or the single] arbitrator
388 shall, within twenty days, render a decision in writing, signed by [a
389 majority of the arbitrators or the single] the arbitrator, which states in
390 detail the nature of the decision and the disposition of the issues by the
391 [arbitrators or the single] arbitrator. The written decision shall include a
392 narrative explaining the evaluation by the [arbitrators or the single]
393 arbitrator of the evidence presented for each item upon which a decision
394 was rendered by the [arbitrators or the single] arbitrator and shall state
395 with particularity the basis for the decision as to each disputed issue and
396 the manner in which the factors enumerated in this subdivision were
397 considered in arriving at such decision, including, where applicable, the
398 specific similar groups and conditions of employment presented for
399 comparison and accepted by the [arbitrators or the single] arbitrator and
400 the reason for such acceptance. The [arbitrators or the single] arbitrator
401 shall file one copy of the decision with the commissioner, each town
402 clerk in the school district involved, the legislative body or bodies of the
403 town or towns for the school district involved, or, in the case of a town
404 for which the legislative body of the town is a town meeting or
405 representative town meeting, to the board of selectmen, and the board
406 of education and organization which are parties to the dispute. The
407 decision of the [arbitrators or the single] arbitrator shall be final and
408 binding upon the parties to the dispute unless a rejection is filed in
409 accordance with subdivision (7) of this subsection. The decision of the
410 [arbitrators or the single] arbitrator shall incorporate those items of
411 agreement the parties have reached prior to its issuance. At any time
412 prior to the issuance of a decision by the [arbitrators or the single]
413 arbitrator, the parties may jointly file with the [arbitrators or the single]
414 arbitrator, any stipulations setting forth contract provisions which both
415 parties agree to accept. In arriving at a decision, the [arbitrators or the
416 single] arbitrator shall give priority to the public interest and the
417 financial capability of the town or towns in the school district, including
418 consideration of other demands on the financial capability of the town

419 or towns in the school district. In assessing the public interest, equity
420 and stability of compensation models shall be valued and there shall be
421 a rebuttable presumption that the board of education shall maintain and
422 execute any obligations created by existing salary schedules that
423 provide for annual progression of employees' salaries from one step on
424 a salary schedule to another and any obligations regarding the
425 maintenance of health care benefits. In assessing the financial capability
426 of the town or towns, there shall be an irrebuttable presumption that a
427 budget reserve of five per cent or less is not available for payment of the
428 cost of any item subject to arbitration under this chapter. The [arbitrators
429 or the single] arbitrator shall further consider, in light of such financial
430 capability, the following factors: (A) The negotiations between the
431 parties prior to arbitration, including the offers and the range of
432 discussion of the issues; (B) the interests and welfare of the employee
433 group, including the maintenance of health care benefits; (C) changes in
434 the cost of living averaged over the preceding three years; (D) the
435 existing conditions of employment of the employee group and those of
436 similar groups; and (E) the salaries, fringe benefits, and other conditions
437 of employment prevailing in the state labor market, including the terms
438 of recent contract settlements or awards in collective bargaining for
439 other municipal employee organizations and developments in private
440 sector wages and benefits. The parties shall submit to the [arbitrators or
441 the single] arbitrator their respective positions on each individual issue
442 in dispute between them in the form of a last best offer. The [arbitrators
443 or the single] arbitrator shall resolve separately each individual
444 disputed issue by accepting the last best offer thereon of either of the
445 parties, and shall incorporate in a decision each such accepted
446 individual last best offer and an explanation of how the total cost of all
447 offers accepted was considered. The award of the [arbitrators or the
448 single] arbitrator shall not be subject to rejection by referendum. The
449 parties shall [each pay the fee of the arbitrator selected by or for them
450 and] share equally the fee of the [third arbitrator or the single] arbitrator
451 and all other costs incidental to the arbitration.

452 (5) The commissioner shall assist the [arbitration panel or the single]

453 arbitrator as may be required in the course of arbitration pursuant to
454 this section.

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

458 (7) The award of the [arbitrators or single] arbitrator may be rejected
459 by the legislative body of the local school district or, in the case of a
460 regional school district, by the legislative bodies of the participating
461 towns. Such rejection shall be by a two-thirds majority vote of the
462 members of such legislative body or, in the case of a regional school
463 district, the legislative body of each participating town, present at a
464 regular or special meeting called and convened for such purpose within
465 twenty-five days of the receipt of the award. If the legislative body or
466 legislative bodies, as appropriate, reject any such award, they shall
467 notify, within ten days after the vote to reject, the commissioner and the
468 exclusive representative for the teachers' or administrators' unit of such
469 vote and submit to them a written explanation of the reasons for the
470 vote. [Within] Not later than ten days after receipt of such notice, the
471 exclusive representative of the teachers' or administrators' unit shall
472 prepare, and the board of education may prepare, a written response to
473 such rejection and shall submit it to such legislative body or legislative
474 bodies, as appropriate, and the commissioner. Within ten days after the
475 commissioner has been notified of the vote to reject, (A) the
476 commissioner shall select a review panel of three arbitrators or, if the
477 parties agree, a single arbitrator, who are residents of Connecticut and
478 labor relations arbitrators approved by the American Arbitration
479 Association and not members of the panel who issued the rejected
480 award, and (B) such arbitrators or single arbitrator shall review the
481 decision on each rejected issue. The review conducted pursuant to this
482 subdivision shall be limited to the record and briefs of the hearing
483 pursuant to subdivision (2) of this subsection, the written explanation of
484 the reasons for the vote and a written response by either party. In
485 conducting such review, the arbitrators or single arbitrator shall be
486 limited to consideration of the criteria set forth in subdivision (4) of this

487 subsection. Such review shall be completed [~~within~~] not later than
488 twenty days [~~of~~] after the appointment of the arbitrators or single
489 arbitrator. The arbitrators or single arbitrator shall accept the last best
490 offer of either of the parties. [~~Within~~] Not later than five days after the
491 completion of such review, the arbitrators or single arbitrator shall
492 render a final and binding award with respect to each rejected issue. The
493 decision of the arbitrators or single arbitrator shall be in writing and
494 shall include the specific reasons and standards used by each arbitrator
495 in making his decision on each issue. The decision shall be filed with the
496 parties. The reasonable costs of the arbitrators or single arbitrator and
497 the cost of the transcript shall be paid by the legislative body or
498 legislative bodies, as appropriate. Where the legislative body of the
499 school district is the town meeting, the board of selectmen shall have all
500 of the authority and responsibilities required of and granted to the
501 legislative body under this subdivision.

502 (8) The decision of the arbitrators or a single arbitrator shall be subject
503 to judicial review upon the filing by a party to the arbitration, within
504 thirty days following receipt of a final decision pursuant to subdivision
505 (4) or (7), as appropriate, of a motion to vacate or modify such decision
506 in the superior court for the judicial district wherein the school district
507 involved is located. The superior court, after hearing, may vacate or
508 modify the decision if substantial rights of a party have been prejudiced
509 because such decision is: (A) In violation of constitutional or statutory
510 provisions; (B) in excess of the statutory authority of the panel; (C) made
511 upon unlawful procedure; (D) affected by other error of law; (E) clearly
512 erroneous in view of the reliable, probative and substantial evidence on
513 the whole record; or (F) arbitrary or capricious or characterized by abuse
514 of discretion or clearly unwarranted exercise of discretion. In any action
515 brought pursuant to this subdivision to vacate or modify the decision of
516 the arbitrators or single arbitrator, reasonable attorney's fees, costs and
517 legal interest on salary withheld as the result of an appeal of said
518 decision may be awarded in accordance with the following: Where the
519 board of education moves to vacate or modify the decision and the
520 decision is not vacated or modified, the court may award to the

521 organization which is the exclusive representative reasonable attorney's
522 fees, costs and legal interest on salary withheld as the result of an appeal;
523 or, where the organization which is the exclusive representative moves
524 to vacate or modify the decision and the decision is not vacated or
525 modified, the court may award to the board of education reasonable
526 attorney's fees, costs and legal interest on salary withheld as the result
527 of an appeal.

528 [(d)] (b) The commissioner and the arbitrators or single arbitrator
529 shall have the same powers and duties as the board under section 31-
530 108 for the purposes of mediation or arbitration pursuant to this section,
531 and subsection (c) of section 10-153d, and all provisions in section 31-
532 108 with respect to procedure, jurisdiction of the Superior Court,
533 witnesses and penalties shall apply.

534 [(e)] (c) The local or regional board of education and the organization
535 designated or elected as the exclusive representative for the appropriate
536 unit, through designated officials or their representatives, which are
537 parties to a collective bargaining agreement, and which, for the purpose
538 of negotiating with respect to salaries, hours and other conditions of
539 employment, mutually agree to negotiate during the term of the
540 agreement or are ordered to negotiate said agreement by a body of
541 competent jurisdiction, shall notify the commissioner of the date upon
542 which negotiations commenced [within] not later than five days after
543 said commencement. If the parties are unable to reach settlement not
544 later than twenty-five days after the date of the commencement of
545 negotiations, the parties shall notify the commissioner of the name of a
546 mutually selected mediator and shall conduct mediation pursuant to the
547 provisions of subsection [(b)] (a) of this section, notwithstanding the
548 mediation time schedule of subsection [(b)] (a) of this section. On the
549 fourth day next following the end of the mediation session or on the
550 fiftieth day following the date of the commencement of negotiations,
551 whichever is sooner, if no settlement is reached the parties shall
552 commence arbitration pursuant to the provisions of subsections (a) [, (c)
553 and (d)] and (b) of this section, notwithstanding the reference to the
554 budget submission date.

555 [(f) The State Board of Education shall adopt regulations pursuant to
556 chapter 54 concerning the method by which names of persons who are
557 impartial representatives of the interests of the public in general are
558 placed on lists submitted by the State Board of Education to the
559 Governor for appointment to the arbitration panel established pursuant
560 to subsection (a) of this section. Such regulations shall include, but not
561 be limited to (1) a description of the composition of the group which
562 screens persons applying to be such impartial representatives, which
563 group shall include representatives of local legislative and fiscal
564 authorities and local and regional boards of education and exclusive
565 bargaining representatives of certified employees, (2) application
566 requirements and procedures and (3) the selection criteria and process,
567 including an evaluation of an applicant's experience in arbitration. Such
568 regulations shall provide for a training program for applicants who lack
569 experience in arbitration but who are otherwise qualified and shall
570 describe the criteria for participation in the training program.]

571 Sec. 9. Subsection (e) of section 10-153e of the 2024 supplement to the
572 general statutes is repealed and the following is substituted in lieu
573 thereof (*Effective July 1, 2024*):

574 (e) Whenever a board of education or employees' representative
575 organization has reason to believe that a prohibited practice, as defined
576 in subsection (b) or (c) of this section, has been or is being committed, or
577 whenever a certified employee believes a breach of the duty of fair
578 representation under subdivision (3) of subsection (c) of this section has
579 occurred or is occurring, such board of education, representative
580 organization or certified employee shall file a written complaint with
581 the State Board of Labor Relations and shall mail a copy of such
582 complaint to the party that is the subject of the complaint. Upon receipt
583 of a properly filed complaint said board shall refer such complaint to
584 the agent who shall, after investigation and [within] not later than
585 ninety days after the date of such referral, either (1) make a report to
586 said board recommending dismissal of the complaint, or (2) issue a
587 written complaint charging prohibited practices. If no such report is
588 made and no such written complaint is issued, the Board of Labor

589 Relations in its discretion may proceed to a hearing upon the party's
590 original complaint of the violation of this chapter which shall in such
591 case be treated for the purpose of this section as a complaint issued by
592 the agent. Upon receiving a report from the agent recommending
593 dismissal of a complaint, said Board of Labor Relations may issue an
594 order dismissing the complaint or may order a further investigation or
595 a hearing thereon. Upon receiving a complaint issued by the agent, the
596 Board of Labor Relations shall set a time and place for the hearing. If the
597 alleged prohibited practice or breach of duty is ongoing, the board may
598 issue and cause to be served on the party committing the act or practice
599 an order requiring such party to cease and desist from such act or
600 practice until the board has made its determination. If the alleged
601 prohibited practice or breach of duty is ongoing, the board may issue
602 and cause to be served on the party committing the act or practice an
603 order requiring such party to cease and desist from such act or practice
604 until the board has made its determination. Any such complaint may be
605 amended with the permission of said board. The party so complained
606 of shall have the right to file an answer to the original or amended
607 complaint within five days after the service of such complaint or within
608 such other time as said board may limit. Such party shall have the right
609 to appear in person or otherwise to defend against such complaint. In
610 the discretion of said board any person may be allowed to intervene in
611 such proceeding. In any hearing said board shall not be bound by
612 technical rules of evidence prevailing in the courts. A stenographic or
613 electronic record of the testimony shall be taken at all hearings of the
614 Board of Labor Relations and a transcript thereof shall be filed with said
615 board upon its request. Said board shall have the power to order the
616 taking of further testimony and further argument. If, upon all the
617 testimony, said board determines that the party complained of has
618 engaged in or is engaging in any prohibited practice, it shall state its
619 finding of fact and shall issue and cause to be served on such party an
620 order requiring it to cease and desist from such prohibited practice, and
621 shall take such further affirmative action as will effectuate the policies
622 of subsections (b) to (d), inclusive, of this section. Such order may
623 further require such party to make reports from time to time showing

624 the extent to which the order has been complied with. If upon all the
 625 testimony the Board of Labor Relations is of the opinion that the party
 626 named in the complaint has not engaged in or is not engaging in any
 627 such prohibited practice, then said board shall make its finding of fact
 628 and shall issue an order dismissing the complaint. Until a transcript of
 629 the record in a case has been filed in the Superior Court, as provided in
 630 subsection (g) of this section, said board may at any time, upon notice,
 631 modify or set aside in whole or in part any finding or order made or
 632 issued by it. Proceedings before said board shall be held with all possible
 633 expedition. Any party who wishes to have a transcript of the
 634 proceedings before the Board of Labor Relations shall apply therefor.
 635 The parties may agree on the sharing of the costs of the transcript but,
 636 in the absence of such agreement, the costs shall be paid by the
 637 requesting party.

638 Sec. 10. Section 17a-101a of the general statutes is repealed and the
 639 following is substituted in lieu thereof (*Effective July 1, 2024*):

640 (a) (1) Any mandated reporter, as described in section 17a-101, who
 641 in the ordinary course of such person's employment or profession has
 642 reasonable cause to suspect or believe that any child under the age of
 643 eighteen years (A) has been abused or neglected, as described in section
 644 46b-120, (B) has had nonaccidental physical injury, or injury which is at
 645 variance with the history given of such injury, inflicted upon such child,
 646 or (C) is placed at imminent risk of serious harm, or (2) any school
 647 employee, as defined in section 53a-65, who in the ordinary course of
 648 such person's employment or profession has reasonable cause to suspect
 649 or believe that any person who is being educated by the Technical
 650 Education and Career System, [or] a local or regional board of
 651 education, other than as part of an adult education program, or a
 652 nonpublic school, is a victim under the provisions of section 53a-70, 53a-
 653 70a, 53a-71, 53a-72a, 53a-72b or 53a-73a, and the perpetrator is a school
 654 employee shall report or cause a report to be made in accordance with
 655 the provisions of sections 17a-101b to 17a-101d, inclusive.

656 [(b) (1) Any person required to report under the provisions of this

657 section who fails to make such report or fails to make such report within
658 the time period prescribed in sections 17a-101b to 17a-101d, inclusive,
659 and section 17a-103 shall be guilty of a class A misdemeanor, except that
660 such person shall be guilty of a class E felony if (A) such violation is a
661 subsequent violation, (B) such violation was wilful or intentional or due
662 to gross negligence, or (C) such person had actual knowledge that (i) a
663 child was abused or neglected, as described in section 46b-120, or (ii) a
664 person was a victim described in subdivision (2) of subsection (a) of this
665 section.

666 (2) Any person who intentionally and unreasonably interferes with
667 or prevents the making of a report pursuant to this section, or attempts
668 or conspires to do so, shall be guilty of a class D felony. The provisions
669 of this subdivision shall not apply to any child under the age of eighteen
670 years or any person who is being educated by the Technical Education
671 and Career System or a local or regional board of education, other than
672 as part of an adult education program.

673 (3) Any person found guilty under the provisions of this subsection
674 shall be required to participate in an educational and training program.
675 The program may be provided by one or more private organizations
676 approved by the commissioner, provided the entire cost of the program
677 shall be paid from fees charged to the participants, the amount of which
678 shall be subject to the approval of the commissioner.

679 (c) The Commissioner of Children and Families, or the
680 commissioner's designee, shall promptly notify the Chief State's
681 Attorney when there is reason to believe that any such person has failed
682 to make a report in accordance with this section.]

683 [(d)] (b) For purposes of this section and section 17a-101b, a
684 mandated reporter's suspicion or belief may be based on factors
685 including, but not limited to, observations, allegations, facts or
686 statements by a child, victim, as described in subdivision (2) of
687 subsection (a) of this section, or third party. Such suspicion or belief does
688 not require certainty or probable cause. Nothing in this section shall

689 preclude a mandated reporter from conducting a preliminary inquiry to
690 determine if reasonable cause exists for such mandated reporter to make
691 a report pursuant to subsection (a) of this section.

692 Sec. 11. Section 17a-101e of the general statutes is repealed and the
693 following is substituted in lieu thereof (*Effective July 1, 2024*):

694 (a) No employer shall (1) discharge, or in any manner discriminate or
695 retaliate against, any employee who in good faith makes a report
696 pursuant to sections 17a-101a to 17a-101d, inclusive, as amended by this
697 act, and 17a-103, testifies or is about to testify in any proceeding
698 involving child abuse or neglect, or (2) hinder or prevent, or attempt to
699 hinder or prevent, any employee from making a report pursuant to
700 sections 17a-101a to 17a-101d, inclusive, as amended by this act, and
701 17a-103, or testifying in any proceeding involving child abuse or neglect.
702 The Attorney General may bring an action in Superior Court against an
703 employer who violates this subsection. The court may assess a civil
704 penalty of not more than two thousand five hundred dollars and may
705 order such other equitable relief as the court deems appropriate.

706 (b) Any person, institution or agency [which, in good faith,] that (1)
707 makes or does not make, in good faith, a report pursuant to sections 17a-
708 101a to 17a-101d, inclusive, as amended by this act, and 17a-103, or (2)
709 provides, in good faith, professional medical intervention or assistance
710 in any proceeding involving child abuse and neglect, including, but not
711 limited to, (A) causing a photograph, x-ray or a physical custody
712 examination to be made, (B) causing a child to be taken into emergency
713 protective custody, (C) disclosing a medical record or other information
714 pertinent to the proceeding, or (D) performing a medically relevant test,
715 shall be immune from any liability, civil or criminal, which might
716 otherwise arise from or be related to the actions taken pursuant to this
717 subsection and shall have the same immunity with respect to any
718 judicial proceeding which results from such report or actions, provided
719 such person did not perpetrate or cause such abuse or neglect. The
720 immunity from civil or criminal liability extends only to actions done
721 pursuant to this subsection and does not extend to the malpractice of a

722 medical professional that results in personal injury or death.

723 (c) Any person who is alleged to have knowingly made a false report
724 of child abuse or neglect pursuant to sections 17a-101a to 17a-101d,
725 inclusive, as amended by this act, and 17a-103 shall be referred to the
726 office of the Chief State's Attorney for purposes of a criminal
727 investigation.

728 (d) Any person who knowingly makes a false report of child abuse or
729 neglect pursuant to sections 17a-101a to 17a-101d, inclusive, as amended
730 by this act, and 17a-103 shall be fined not more than two thousand
731 dollars or imprisoned not more than one year or both.

732 Sec. 12. Subsection (d) of section 17a-101i of the general statutes is
733 repealed and the following is substituted in lieu thereof (*Effective July 1,*
734 *2024*):

735 (d) If a school employee, as defined in section 53a-65, or any person
736 holding a certificate, permit or authorization issued by the State Board
737 of Education under the provisions of sections 10-144o to 10-149,
738 inclusive, is convicted of a crime involving an act of child abuse or
739 neglect as described in section 46b-120 or a violation of subdivision (2)
740 of subsection [(b) of section 17a-101a] (d) of section 17a-101o, as
741 amended by this act, or section 53-21, 53a-71 or 53a-73a against any
742 person, or a violation of section 53a-70, 53a-70a, 53a-72a or 53a-72b
743 against a victim, as described in subdivision (2) of subsection (a) of
744 section 17a-101a, as amended by this act, the state's attorney for the
745 judicial district in which the conviction occurred shall in writing notify
746 the superintendent of the school district or the supervisory agent of the
747 nonpublic school in which the person is employed and the
748 Commissioner of Education of such conviction.

749 Sec. 13. Section 17a-101o of the general statutes is repealed and the
750 following is substituted in lieu thereof (*Effective July 1, 2024*):

751 (a) If the Commissioner of Children and Families suspects or knows
752 that a mandated reporter, as defined in section 17a-101, [employed by a

753 local or regional board of education,] has failed to make a report that a
754 child has been abused or neglected or placed in immediate risk of
755 serious harm within the time period prescribed in sections 17a-101a to
756 [17a-101d] 17a-101c, inclusive, as amended by this act, [and section 17a-
757 103,] the commissioner shall make a record of such [delay] failure to
758 report and develop and maintain a database of such records. The
759 commissioner shall [investigate such delayed reporting. Such
760 investigation] conduct an assessment with respect to such failure to
761 report. Such assessment shall be conducted in accordance with the
762 policy developed in subsection (b) of this section, and include the
763 actions taken by the employing local or regional board of education or
764 superintendent of schools for the district in response to such employee's
765 failure to report.

766 (b) The Department of Children and Families shall develop a policy
767 for the [investigation of delayed reports by mandated reporters]
768 assessment of the failure of mandated reporters to make reports within
769 the time period prescribed in sections 17a-101a to 17a-101c, inclusive, as
770 amended by this act. Such policy shall include, but not be limited to,
771 when referrals to the appropriate law enforcement agency for [delayed
772 reporting] the failure to report are required and when the department
773 shall require mandated reporters who have been found to have [delayed
774 making a report] failed to make reports to participate in the educational
775 and training program pursuant to subsection [(b) of section 17a-101a]
776 (d) of this section.

777 (c) The Commissioner of Children and Families, or the
778 commissioner's designee, shall promptly notify the Chief State's
779 Attorney when there is reason to believe that a mandated reporter has
780 failed to make a report in accordance with sections 17a-101a to 17a-101c,
781 inclusive, as amended by this act.

782 (d) (1) Any person required to report under the provisions of section
783 17a-101a, as amended by this act, who fails to make such report or fails
784 to make such report within the time period prescribed in sections 17a-
785 101a to 17a-101c, inclusive, as amended by this act, shall be guilty of a

786 class A misdemeanor, except that such person shall be guilty of a class
787 E felony if (A) such violation is a subsequent violation, (B) such violation
788 was wilful or intentional or due to gross negligence, or (C) such person
789 had actual knowledge that (i) a child was abused or neglected, as
790 described in section 46b-120, or (ii) a person was a victim described in
791 subdivision (2) of subsection (a) of section 17a-101a, as amended by this
792 act.

793 (2) Any person who intentionally and unreasonably interferes with
794 or prevents the making of a report pursuant to section 17a-101a, as
795 amended by this act, or attempts or conspires to do so, shall be guilty of
796 a class D felony. The provisions of this subdivision shall not apply to
797 any child under the age of eighteen years or any person who is being
798 educated by the Technical Education and Career System, a local or
799 regional board of education, other than as part of an adult education
800 program, or a nonpublic school.

801 (3) Any person found guilty under the provisions of this subsection
802 shall be required to participate in an educational and training program.
803 The program may be provided by one or more private organizations
804 approved by the commissioner and the entire cost of the program shall
805 be paid from fees charged to the participants, the amount of which shall
806 be subject to the approval of the commissioner.

807 [(c)] (e) For purposes of this section, "child" includes any victim
808 described in subdivision (2) of subsection (a) of section 17a-101a, as
809 amended by this act.

810 Sec. 14. Subdivision (3) of subsection (i) of section 10-145b of the
811 general statutes is repealed and the following is substituted in lieu
812 thereof (*Effective July 1, 2024*):

813 (3) When the Commissioner of Education is notified, pursuant to
814 section 10-149a, as amended by this act, or 17a-101i, as amended by this
815 act, that a person holding a certificate, permit or authorization issued by
816 the State Board of Education under the provisions of sections 10-144o to
817 10-149, inclusive, has been convicted of (A) a capital felony, under the

818 provisions of section 53a-54b in effect prior to April 25, 2012, (B) arson
 819 murder, pursuant to section 53a-54d, (C) a class A felony, (D) a class B
 820 felony, except a violation of section 53a-122, 53a-252 or 53a-291, (E) a
 821 crime involving an act of child abuse or neglect as described in section
 822 46b-120, or (F) a violation of section [17a-101a] 17a-101o, as amended by
 823 this act, 53-21, 53-37a, 53a-60b, 53a-60c, 53a-71, 53a-72a, 53a-72b, 53a-
 824 73a, 53a-88, 53a-90a, 53a-99, 53a-103a, 53a-181c, 53a-191, 53a-196, 53a-
 825 196c, 53a-216, 53a-217b or 21a-278 or subsection (a) of section 21a-277,
 826 any certificate, permit or authorization issued by the State Board of
 827 Education and held by such person shall be deemed revoked and the
 828 commissioner shall notify such person of such revocation, provided
 829 such person may request reconsideration pursuant to regulations
 830 adopted by the State Board of Education, in accordance with the
 831 provisions of chapter 54. As part of such reconsideration process, the
 832 board shall make the initial determination as to whether to uphold or
 833 overturn the revocation. The commissioner shall make the final
 834 determination as to whether to uphold or overturn the revocation.

835 Sec. 15. Section 10-145i of the general statutes is repealed and the
 836 following is substituted in lieu thereof (*Effective July 1, 2024*):

837 Notwithstanding the provisions of sections 10-144o to 10-146b,
 838 inclusive, and 10-149, the State Board of Education shall not issue or
 839 reissue any certificate, authorization or permit pursuant to said sections
 840 if (1) the applicant for such certificate, authorization or permit has been
 841 convicted of any of the following: (A) A capital felony, as defined under
 842 the provisions of section 53a-54b in effect prior to April 25, 2012; (B)
 843 arson murder, as defined in section 53a-54d; (C) any class A felony; (D)
 844 any class B felony except a violation of section 53a-122, 53a-252 or 53a-
 845 291; (E) a crime involving an act of child abuse or neglect as described
 846 in section 46b-120; or (F) a violation of section [17a-101a] 17a-101o, as
 847 amended by this act, 53-21, 53-37a, 53a-60b, 53a-60c, 53a-71, 53a-72a,
 848 53a-72b, 53a-73a, 53a-88, 53a-90a, 53a-99, 53a-103a, 53a-181c, 53a-191,
 849 53a-196, 53a-196c, 53a-216, 53a-217b or 21a-278 or a violation of
 850 subsection (a) of section 21a-277, and (2) the applicant completed
 851 serving the sentence for such conviction within the five years

852 immediately preceding the date of the application.

853 Sec. 16. Section 10-149a of the general statutes is repealed and the
854 following is substituted in lieu thereof (*Effective July 1, 2024*):

855 If a person holding a certificate, authorization or permit issued by the
856 State Board of Education under the provisions of sections 10-144o to 10-
857 149, inclusive, is convicted of a felony or fined pursuant to section [17a-
858 101a] 17a-101o, as amended by this act, the state's attorney or assistant
859 state's attorney for the judicial district in which the conviction or fine
860 occurred shall notify, in writing, the Commissioner of Education of such
861 conviction or fine.

862 Sec. 17. Subsection (a) of section 10-222c of the general statutes is
863 repealed and the following is substituted in lieu thereof (*Effective July 1,*
864 *2024*):

865 (a) No local or regional board of education, governing council of a
866 state or local charter school, interdistrict magnet school operator or
867 supervisory agent of a nonpublic school shall offer employment to an
868 applicant for a position, including any position which is contracted for,
869 if such applicant would have direct student contact, prior to such board,
870 council, operator or supervisory agent:

871 (1) Requiring of such applicant:

872 (A) To list the name, address and telephone number of each current
873 or former employer of the applicant, if such current or former employer
874 was a local or regional board of education, council, operator or
875 supervisory agent or if such employment otherwise caused the
876 applicant to have contact with children;

877 (B) A written authorization that (i) consents to and authorizes
878 disclosure by the employers listed under subparagraph (A) of this
879 subdivision of the information requested under subdivision (2) of this
880 subsection and the release of related records by such employers, (ii)
881 consents to and authorizes disclosure by the Department of Education

882 of the information requested under subdivision (3) of this subsection
883 and the release of related records by the department, and (iii) releases
884 those employers and the department from liability that may arise from
885 such disclosure or release of records pursuant to subdivision (2) or (3)
886 of this subsection; and

887 (C) A written statement of whether the applicant (i) has been the
888 subject of an abuse or neglect or sexual misconduct investigation by any
889 employer, state agency or municipal police department, unless the
890 investigation resulted in a finding that all allegations were
891 unsubstantiated, (ii) has ever been disciplined or asked to resign from
892 employment or resigned from or otherwise separated from any
893 employment while an allegation of abuse or neglect was pending or
894 under investigation by the Department of Children and Families, or an
895 allegation of sexual misconduct was pending or under investigation or
896 due to an allegation substantiated pursuant to section 17a-101g of abuse
897 or neglect, or of sexual misconduct or a conviction for abuse or neglect
898 or sexual misconduct, or (iii) has ever had a professional or occupational
899 license or certificate suspended or revoked or has ever surrendered such
900 a license or certificate while an allegation of abuse or neglect was
901 pending or under investigation by the department or an investigation
902 of sexual misconduct was pending or under investigation, or due to an
903 allegation substantiated by the department of abuse or neglect or of
904 sexual misconduct or a conviction for abuse or neglect or sexual
905 misconduct;

906 (2) Conducting a review of the employment history of the applicant
907 by contacting those employers listed by the applicant under subdivision
908 (1) of this subsection. Such review shall be conducted using a form
909 developed by the Department of Education in accordance with section
910 3 of public act 16-67 that shall request (A) the dates of employment of
911 the applicant, and (B) a statement as to whether the employer has
912 knowledge that the applicant (i) was the subject of an allegation of abuse
913 or neglect or sexual misconduct for which there is an investigation
914 pending with any employer, state agency or municipal police
915 department or which has been substantiated, unless such substantiation

916 has been reversed as a result of an appeal conducted pursuant to section
917 17a-101k; (ii) was disciplined or asked to resign from employment or
918 resigned from or otherwise separated from any employment while an
919 allegation of abuse or neglect or sexual misconduct was pending or
920 under investigation, or due to a substantiation of abuse or neglect or
921 sexual misconduct, unless such substantiation has been reversed as a
922 result of an appeal conducted pursuant to section 17a-101k; or (iii) has
923 ever had a professional or occupational license, certificate, authorization
924 or permit suspended or revoked or has ever surrendered such a license,
925 certificate, authorization or permit while an allegation of abuse or
926 neglect or sexual misconduct was pending or under investigation, or
927 due to a substantiation of abuse or neglect or sexual misconduct, unless
928 such substantiation has been reversed as a result of an appeal conducted
929 pursuant to section 17a-101k. Such review may be conducted
930 telephonically or through written communication. Notwithstanding the
931 provisions of subsection (g) of section 31-51i, not later than five business
932 days after any such current or former employer of the applicant receives
933 a request for such information, such employer shall respond with such
934 information. A local or regional board of education, council, operator or
935 supervisory agent may request more information concerning any
936 response made by a current or former employer, and, notwithstanding
937 the provisions of said subsection (g), such employer shall respond not
938 later than five business days after receiving such request; and

939 (3) Requesting information from the Department of Education
940 concerning (A) the eligibility status for employment of any applicant for
941 a position requiring a certificate, authorization or permit issued
942 pursuant to chapter 166, (B) whether the department has knowledge
943 that a finding has been substantiated by the Department of Children and
944 Families pursuant to section 17a-101g of abuse or neglect or of sexual
945 misconduct against the applicant and any information concerning such
946 a finding, and (C) whether the department has received notification that
947 the applicant has been convicted of a crime or of criminal charges
948 pending against the applicant and any information concerning such
949 charges.

950 Sec. 18. Subsection (m) of section 10-222c of the general statutes is
951 repealed and the following is substituted in lieu thereof (*Effective July 1,*
952 *2024*):

953 (m) No local or regional board of education, council, operator or
954 supervisory agent shall offer employment to any applicant who had any
955 previous employment contract terminated by a board, council, operator
956 or supervisory agent or who resigned from such employment, if such
957 person has been convicted of a violation of section [17a-101a] 17a-101o,
958 as amended by this act, when an allegation of abuse or neglect or sexual
959 assault has been substantiated.

960 Sec. 19. Section 10-221s of the general statutes is repealed and the
961 following is substituted in lieu thereof (*Effective July 1, 2024*):

962 (a) Each local and regional board of education shall post the
963 telephone number for the Careline operated by the Department of
964 Children and Families, pursuant to section 17a-103a, and the Internet
965 web site address that provides information about the Careline in a
966 conspicuous location frequented by students in each school under the
967 jurisdiction of the board. Such posting shall be in various languages that
968 are the most appropriate for the students enrolled in the school.

969 (b) A local or regional board of education shall permit and give
970 priority to any investigation conducted by the Commissioner of
971 Children and Families or the appropriate local law enforcement agency
972 that a child has been abused or neglected pursuant to sections 17a-101a
973 to 17a-101d, inclusive, as amended by this act, and section 17a-103. Such
974 board of education shall conduct its own investigation and take any
975 disciplinary action, in accordance with the provisions of section 17a-
976 101i, as amended by this act, upon notice from the commissioner or the
977 appropriate local law enforcement agency that such board's
978 investigation will not interfere with the investigation of the
979 commissioner or such local law enforcement agency. An investigation
980 by a board of education shall not include a preliminary inquiry by a
981 school employee, as defined in section 53a-65, to determine whether

982 probable cause exists to make a report pursuant to section 17a-101a, as
 983 amended by this act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2024</i>	New section
Sec. 2	<i>July 1, 2024</i>	New section
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>July 1, 2024</i>	31-3i(a)
Sec. 5	<i>July 1, 2024</i>	10-144d(e)
Sec. 6	<i>July 1, 2024</i>	10-183l(a)
Sec. 7	<i>July 1, 2024</i>	10-151(d)
Sec. 8	<i>July 1, 2024</i>	10-153f
Sec. 9	<i>July 1, 2024</i>	10-153e(e)
Sec. 10	<i>July 1, 2024</i>	17a-101a
Sec. 11	<i>July 1, 2024</i>	17a-101e
Sec. 12	<i>July 1, 2024</i>	17a-101i(d)
Sec. 13	<i>July 1, 2024</i>	17a-101o
Sec. 14	<i>July 1, 2024</i>	10-145b(i)(3)
Sec. 15	<i>July 1, 2024</i>	10-145i
Sec. 16	<i>July 1, 2024</i>	10-149a
Sec. 17	<i>July 1, 2024</i>	10-222c(a)
Sec. 18	<i>July 1, 2024</i>	10-222c(m)
Sec. 19	<i>July 1, 2024</i>	10-221s

Statement of Purpose:

To (1) establish a minimum starting annual salary for teacher; (2) provide a state subsidy to school districts to cover the cost of implementing the new minimum starting salary for teachers; (3) provide COVID-19 recognition payments to teachers who were providing instruction during the pandemic; (4) include a certified teacher on the Governor's Workforce Council; (5) amend the charge of the Connecticut Advisory Council for Teacher Professional Standards; (6) make revisions to the process by which retired teachers are elected to the Teachers' Retirement Board; (7) add a just cause standard and require a neutral hearing officer in teacher contract termination hearings; (8) require a single arbitrator for arbitration hearings; and (9) provide teachers with some discretion in their responsibility as mandated reporters.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]