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Testimony of

Kate Dias
Connecticut Education Association

Before the
Education Committee

Re:

SB 380 AN ACT CONCERNING SCHOOL DISCIPLINE

SB 381 AN ACT CONCERNING THE TEACHING PROFESSION AND REVISIONS TO
THE MANDATED REPORTER REQUIREMENTS

HB 5435 AN ACT CONCERNING THE DEVELOPMENT OF A PLAN FOR THE
CONVERSION OF THE STATE BOARD OF EDUCATION TO AN ADVISORY BOARD
WITHIN THE DEPARTMENT OF EDUCATION

HB 5436 AN ACT CONCERNING EDUCATOR CERTIFICATION

March 13, 2024

Co-Chair Senator McCrory, Co-Chair Representative Currey, Ranking Member Senator Berthel, Ranking Member Representative McCarty, and distinguished members of the Education Committee, my name is Kate Dias, and I am the President of Connecticut Education Association (CEA). CEA represents more than 40,000 active and retired teachers from over 150 school districts across the state.

SB 380 An Act Concerning School Discipline

CEA supports **Section 1** clarifying out-of-school suspension limits to better ensure the safety of all students.

CEA reserves judgement on **Section 2**, which addresses reports of students adjudicated for possession of a firearm. Current law does not ensure that the classroom teacher is informed when a student in their classroom is known to have been adjudicated for carrying a firearm. CEA

believes that a student's classroom teacher should be among the limited school staff who are made aware of such behavior. This would enable the teacher to be aware of warning signs and the potential need for additional instructional and trauma-informed support for the child. As written, the bill does not extend notice to a classroom teacher.

CEA supports **Section 4** charging the SEL Collaborative with developing school climate survey standards and **Section 8** disaggregating bullying data by protected class.

Section 9 establishes a position within the state department of education to oversee school climate. We support this addition and underscore how important it is that each of our schools foster a welcoming, culturally competent, and collaborative climate and culture. Positive learning and working conditions will help educators connect with students at a time when more students are becoming disengaged and the negative longer-term social and emotional effects of the pandemic persist.

SB 381 AAC the Teaching Profession and Revisions to the Mandated Reporter Requirements

CEA testifies in support of SB 381 and addresses individual sections in various pieces of testimony. My comments will focus on sections 1-4, addressing a minimum starting teacher salary and the COVID recognition payment to teachers who taught through the pandemic.

Additionally, testimony by CEA Vice President Joslyn DeLancey and CEA-Retired President, Bill Murray provides detailed support for correcting the election of members of the Teachers Retirement Board. Adrienne DeLucca and CEA's legal team have submitted detailed testimony in support of improvements to laws affecting mandated reporters in sections 11-19 and the arbitration of disciplinary matters in section 7. CEA's UniServ Representatives Brett Pickerign and Ed Thibodeau provide detailed testimony supporting section 8, which improves the selection of neutral arbitrators in the Teachers Negotiation Act.

Sections 1-2 – CEA Supports the establishment of a minimum certified teacher salary of \$60,000 and the provision of state funds to boards of education to meet that goal.

Connecticut, like many other states throughout the country, faces a teacher shortage crisis as fewer young adults enter teacher preparation programs and worsening teaching conditions and lack of incentives push current teachers to leave for other fields or retire. CEA commends the Education Committee for attempting to address one aspect of this problem. Setting a minimum teacher salary not only recognizes the invaluable service teachers provide but is also a necessary step toward ensuring the sustainability and quality of education in our state. We recognize this shift would require us to work with our boards of education to establish new salary schedules and we are ready, willing, and able to do that work. This move will raise our professional recognition and we consider that time to be well spent. Teachers are the backbone of our future, shaping the minds that will lead tomorrow. Yet, the financial struggles faced by educators are a reality that we cannot ignore. Many of Connecticut's educators work second and third jobs to

make ends meet. It's also not uncommon for some to live with their parents or other family members in order to get by while paying off immense student debt.

In Connecticut, there are districts paying teachers less than \$42,000 per year, with nearly half of beginning salaries falling below the income threshold to qualify for HUSKY B state assistance. The attached table showing starting salaries for teachers with a bachelor's degree shows the stark severity of the problem. As of this year, Connecticut has only one school district with a starting salary over \$60k.

A minimum salary of \$60,000 reflects a needed commitment to valuing and retaining the educated professionals who dedicate their lives to teaching the next generation. By supporting this proposal, the legislature would uplift the profession and invest in a quality education for every child in Connecticut. It would be a signal to current and future educators that their work is valued and that our state prioritizes the wellbeing of those who educate our children. Let's take a step forward in continuing to make Connecticut a leader in education where teachers are supported, valued, and adequately compensated.

Section 3 – CEA strongly supports the creation of a \$55 million fund to give \$1,000 COVID-19 service recognition payments to certified teachers who worked during the pandemic. The recognition payment would be available to any certified teacher employed by a board of education during the 2020 and 2021 school years.

This recognition is appreciated and overdue. Connecticut public school teachers were among the first professionals to answer the call for essential workers; they reported to work in a high-risk environment at a time when there were no vaccines available and tremendous uncertainty about how the disease was spread. Many teachers contracted COVID-19, some multiple times, while working among a student population whose mask habits presented heightened exposure to health risks.

Our teachers have consistently demonstrated an unwavering commitment to the success of our students and have put the needs of students before their own health and wellbeing (and the wellbeing of their families). This bill acknowledges the sacrifices made by our teachers, and it provides hero compensation to them for going above and beyond the call of duty during the pandemic.

Furthermore, teachers continue to see the effects of the pandemic in their classrooms every day. The academic and social-emotional toll of that period continues to present challenges for students, and teachers work with greater numbers of students displaying problematic behaviors and children in the early grades who lack the verbal, social, and emotional skills they need to succeed.

This proposal would give teachers the same recognition that other essential workers received for the role they played during the pandemic. It would demonstrate to teachers and those considering becoming teachers that the teaching profession is valued and our sacrifices did not go unacknowledged.

Section 4 – CEA supports the inclusion of a teacher on the Governor’s Workforce Council. Including the input of teachers in the Workforce Council is wise, and it is not new. Over the past few years, Governor Lamont has reached out to CEA for inclusion in Workforce Council meetings. Formalizing the role of a teacher on the Workforce Council makes sense and better ensures that there is a continuity of thought and approach between those who guide student learning in schools and those who help shape the future of work for students. *It is important to note that we are a workforce that is also facing a dire shortage. Like our friends in manufacturing and health care, we need to encourage the growth of the educator workforce to continue to grow our economy in Connecticut.*

HB 5435 AAC the Development of a Plan for the Conversion of the State Board of Education to an Advisory Board Within the Department of Education

CEA supports the idea of converting the State Board of Education to an advisory board within the State Department of Education. The State Department of Education is administered by a commissioner and staff whose roles demand knowledge, experience, and expertise in various matters relating to the state's educational interests. From instructional matters to grant management and fiscal analyses, the department is led, administered, and guided by leading professionals in their fields.

Appointees to the State Board of Education provide helpful insights and perspectives for consideration by the Department of Education in carrying out its functions. However, there are no educators required to be among the appointees. The only perspectives required to be represented among voting appointees are those of the manufacturing industry and of agriculture. It is appropriate for the legislature to question whether the role of the State Board of Education would be more effective if it were advisory in nature. Should this transition occur, it would be important that we thoughtfully develop practices that maintain transparency and communication regarding oversight responsibilities the Board currently holds.

HB 5436 An Act Concerning Educator Certification

CEA supports HB 5436, and we are very excited about the progress we have made to finally, after nearly 30 years, revise our antiquated teacher certification statutes and soon our regulations. As a member of the Connecticut Educator Certification Council, which was convened by CSDE to address certification, I am confident that the work we did will bring significant change and improvement to the certification process. The council consisted of educators and stakeholders, including Jen Rodriguez who is also testifying today and teaches in Newington. The Council met with the goal of modernizing our teacher certification process, making it relevant to today’s needs, and simplifying it to better recruit highly qualified, well-prepared candidates.

The Council discussed many issues surrounding certification in great detail, and HB 5436 includes bold first steps based on the consensus of our members. As a result, HB 5436 proposes the creation of the Connecticut Educator Preparation and Certification Board as a semi-autonomous standards board overseeing professional certification in partnership with the State Board of Education. Nearly half of the states in the nation have a policy-making standards board

comprised of educators.¹ More than half of all professions requiring at least a bachelor 's degree have professional standards boards.² Creating a standards board of educators in Connecticut is long overdue and would elevate the profession in the eyes of prospective teachers. This is a profoundly important step, one that aligns Connecticut with best practices for our profession.

HB 5436 simplifies certification reciprocity across state lines to help qualified and experienced teachers from other states be able to relocate and teach in Connecticut. It does this by ending the tedious and costly process of line-by-line transcript analysis currently required to qualify for reciprocity. Instead, experienced teachers from other states would be eligible for reciprocity if they graduated from an accredited preparation program. This will help address teacher shortages by enabling the many, many educators who seek to teach in Connecticut to do so. This is our first line of defense to combat the shortage facing our workforce. We welcome talented educators from across state lines.

Other provisions of the bill also provide better flexibility. With input from the Office of Early Childhood, the bill improves the connection between elementary school endorsements, kindergarten, and pre-kindergarten certification. It also simplifies the cross-endorsement process creating more flexibility in teachers ' ability to fill vacancies and ensuring that they have the content mastery to succeed.

Yet there is still much to do, work that must be done right and done thoughtfully. Our work on the Council did not include any review of the voluminous regulations that govern certifications. That is critical work that needs to be completed, and it is a task best left to the professionals who would be part of the new standards board. Working from the directions left by the CECC, the new board would be charged with addressing appropriate assessment methods for educators and creating pathways for establishing professional progress. I am confident that this review of regulations can be done with the same sense of urgency that the CECC modeled in our revision of the oversight of certification. Passage of HB 5436 would mark significant progress in simplifying our certification process, setting the stage for additional needed reforms and uplifting the teaching profession to attract more qualified educators into our schools.

Thank you.

**See Teacher Starting Salaries By-District
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¹ Connecticut General Assembly, Legislative Program Review and Investigations Committee, "Educator Professional Standards Boards" (2012) See https://www.cga.ct.gov/pri/archives/epsb/20120124FINAL_Full.PDF

² Ibid.

District	BA Step 1	BA Step 2	BA Step 3	BA Step 4	BA Step 5	BA Step 6	BA Step 7	BA Step 8	BA Step 9	BA Step 10
Color Code		< \$60,000		>=\$60,000	< \$66,430		>=	=	3.25x 2024	FPL Fam of 2
ACES	\$49,733	\$51,558	\$53,449	\$55,412	\$57,443	\$59,551	\$61,737	\$64,002	\$66,349	\$73,934
Andover	\$49,699	\$51,533	\$53,620	\$55,742	\$57,889	\$62,320	\$64,587	\$67,728	\$71,872	\$81,297
Ansonia	\$55,175	\$56,830	\$58,535	\$60,291	\$62,100	\$63,963	\$65,882	\$67,858	\$69,894	
Ashford	\$45,465	\$46,669	\$48,043	\$49,591	\$51,310	\$53,201	\$55,262	\$57,498	\$59,905	\$62,506
Avon	\$61,882	\$64,382	\$66,882	\$69,382	\$72,382	\$74,382	\$76,382	\$77,882	\$79,382	\$80,882
Barkhamsted	\$43,265	\$45,348	\$47,531	\$49,819	\$52,216	\$54,730	\$57,365	\$60,125	\$63,019	\$66,053
Berlin	\$51,200	\$52,927	\$54,708	\$56,554	\$58,469	\$60,450	\$63,237	\$66,646	\$70,149	\$74,868
Bethany	\$52,693	\$54,063	\$55,469	\$56,911	\$58,391	\$59,909	\$61,467	\$63,065	\$64,705	\$66,387
Bethel	\$53,061	\$53,970	\$54,895	\$55,836	\$56,794	\$57,768	\$58,757	\$59,764	\$60,790	\$61,832
Bloomfield	\$53,915	\$55,915	\$57,915	\$59,915	\$61,915	\$63,915	\$67,330	\$70,770	\$74,105	\$77,433
Bolton	\$45,799	\$47,970	\$50,245	\$52,628	\$55,126	\$57,739	\$60,478	\$63,347	\$66,351	\$69,500
Bozrah	\$46,545	\$48,473	\$50,638	\$53,021	\$55,627	\$58,438	\$61,468	\$64,865	\$68,180	\$71,843
Branford	\$54,244	\$55,376	\$56,943	\$58,354	\$60,308	\$61,639	\$64,402	\$67,641	\$71,419	\$76,018
Bridgeport	\$45,591	\$46,880	\$48,817	\$50,321	\$52,042	\$53,762	\$55,482	\$57,203	\$58,923	\$60,815
Bristol	\$51,785	\$55,162	\$58,538	\$61,913	\$65,289	\$68,665	\$72,040	\$75,417	\$78,793	\$82,248
Brookfield	\$57,185	\$59,521	\$61,959	\$64,499	\$67,146	\$69,907	\$72,783	\$75,783	\$78,910	\$81,648
Brooklyn	\$48,320	\$50,366	\$52,413	\$54,461	\$56,508	\$58,963	\$61,419	\$63,875	\$66,741	\$69,607
Canaan	\$50,786	\$52,690	\$54,666	\$56,716	\$58,914	\$61,271	\$63,832	\$67,275	\$71,249	\$77,641
Canterbury	\$46,445	\$47,736	\$49,025	\$50,315	\$51,605	\$53,079	\$54,550	\$56,026	\$57,497	\$58,973
Canton	\$47,591	\$48,854	\$50,227	\$51,661	\$53,198	\$54,062	\$55,597	\$57,262	\$59,117	\$62,637
CES	\$51,404	\$51,881	\$53,002	\$53,944	\$54,400	\$56,326	\$58,593	\$62,244	\$73,903	
Chaplin	\$53,459	\$55,365	\$57,271	\$59,179	\$61,087	\$62,994	\$64,900	\$66,808	\$69,008	\$71,208
Cheshire	\$49,948	\$51,309	\$52,672	\$54,034	\$55,396	\$56,531	\$57,780	\$59,369	\$61,413	\$63,682
Clinton	\$48,314	\$51,252	\$54,773	\$58,256	\$62,610	\$67,286	\$69,768	\$72,251	\$74,965	\$78,055
Colchester	\$48,743	\$49,766	\$50,902	\$52,539	\$54,175	\$56,612	\$58,963	\$62,206	\$65,627	\$69,236
Colebrook	\$45,463	\$48,345	\$51,227	\$54,108	\$56,989	\$59,870	\$62,753	\$65,633	\$70,344	
Columbia	\$49,875	\$52,486	\$55,233	\$58,124	\$61,168	\$64,370	\$67,739	\$71,285	\$75,017	\$78,942
Cornwall	\$47,893	\$49,572	\$51,315	\$53,120	\$54,994	\$57,068	\$59,227	\$61,220	\$65,578	\$70,205
Coventry	\$48,650	\$50,599	\$52,623	\$54,726	\$56,916	\$59,193	\$61,563	\$64,022	\$66,746	\$69,580
CREC	\$47,725	\$50,122	\$52,638	\$55,283	\$58,061	\$60,977	\$64,040	\$67,628	\$71,216	\$74,804
Cromwell	\$50,616	\$52,364	\$54,171	\$56,041	\$57,980	\$59,995	\$62,083	\$64,407	\$66,999	\$68,750
Danbury	\$51,288	\$53,478	\$55,762	\$58,143	\$60,627	\$63,216	\$65,916	\$68,731	\$71,667	\$74,728
Darien	\$51,646	\$53,826	\$56,318	\$58,996	\$61,914	\$65,361	\$69,253	\$73,145		
Derby	\$50,168	\$51,673	\$53,223	\$54,820	\$56,465	\$58,188	\$60,021	\$61,942	\$63,924	\$65,969
East Granby	\$53,135	\$54,740	\$57,153	\$59,566	\$61,576	\$63,585	\$65,534	\$67,485	\$69,895	\$72,600
East Haddam	\$51,353	\$52,977	\$55,014	\$57,131	\$60,058	\$63,137	\$65,907	\$69,567	\$74,639	
East Hampton	\$50,856	\$54,632	\$57,507	\$59,957	\$62,520	\$65,193	\$67,984	\$70,902	\$73,947	\$77,130
East Hartford	\$52,837	\$55,864	\$58,097	\$60,335	\$62,568	\$64,804	\$67,038	\$69,832	\$72,623	\$75,417
East Haven	\$50,709	\$52,551	\$54,724	\$57,140	\$60,107	\$63,502	\$66,893	\$70,016	\$73,981	\$79,094

East Lyme	\$47,395	\$49,720	\$52,159	\$54,722	\$57,459	\$60,237	\$63,201	\$66,310	\$69,575	\$74,462
East Windsor	\$52,904	\$54,338	\$55,770	\$57,712	\$59,739	\$61,424	\$63,113	\$64,545	\$66,486	\$67,922
EASTCONN	\$49,692	\$51,513	\$53,337	\$55,160	\$56,985	\$58,808	\$60,629	\$62,454	\$64,275	
Eastford	\$50,689	\$52,621	\$54,557	\$56,493	\$58,427	\$60,363	\$62,297	\$64,229	\$66,163	\$72,336
Easton	\$47,905	\$49,168	\$50,464	\$51,796	\$53,161	\$54,562	\$55,999	\$57,477	\$58,992	\$65,087
Ellington	\$54,337	\$56,388	\$58,440	\$60,489	\$62,539	\$64,590	\$66,640	\$68,690	\$69,580	
Enfield	\$47,539	\$49,272	\$51,081	\$52,037	\$54,956	\$58,070	\$61,396	\$64,943	\$68,731	\$72,774
Fairfield	\$47,553	\$49,190	\$50,658	\$52,305	\$53,870	\$55,440	\$57,535	\$60,670	\$65,900	\$67,472
Farmington	\$52,618	\$55,652	\$58,809	\$62,456	\$67,102	\$68,255	\$69,428	\$70,622	\$70,622	\$70,622
Franklin	\$52,747	\$55,138	\$57,530	\$59,921	\$62,313	\$64,086	\$65,857	\$67,631	\$69,406	\$71,918
Gilbert School	\$45,054	\$45,544	\$47,217	\$49,002	\$51,727	\$53,915	\$57,158	\$60,658	\$62,785	\$66,662
Glastonbury	\$52,485	\$54,107	\$55,997	\$59,034	\$61,567	\$64,112	\$66,645	\$68,715	\$71,002	\$76,454
Granby	\$48,677	\$50,624	\$52,649	\$54,755	\$56,945	\$59,223	\$61,592	\$64,056	\$66,618	\$69,283
Greenwich	\$57,514	\$60,043	\$63,072	\$66,101	\$69,139	\$72,170	\$75,192	\$78,227	\$81,250	\$82,951
Griswold	\$51,387	\$53,363	\$55,524	\$57,733	\$59,854	\$62,171	\$64,263	\$66,910	\$69,860	\$72,188
Groton	\$49,953	\$51,758	\$53,563	\$55,367	\$57,171	\$58,974	\$60,779	\$62,677	\$64,737	\$67,562
Guilford	\$51,480	\$53,286	\$55,795	\$58,303	\$60,310	\$62,117	\$64,224	\$66,331	\$68,439	\$70,947
Hamden	\$48,397	\$49,723	\$51,365	\$53,750	\$55,895	\$58,047	\$59,943	\$62,093	\$64,406	\$69,027
Hampton	\$48,186	\$50,504	\$52,827	\$55,143	\$57,462	\$59,779	\$62,086	\$65,263	\$68,427	\$71,588
Hartford	\$47,464	\$48,877	\$51,177	\$53,482	\$55,784	\$58,512	\$60,902	\$63,656	\$67,078	\$69,551
Hartland	\$46,236	\$48,509	\$50,894	\$53,396	\$56,022	\$58,776	\$62,838	\$66,900		
Hebron	\$48,434	\$50,375	\$52,399	\$54,506	\$56,714	\$59,012	\$61,414	\$63,916	\$66,532	\$69,258
Integrated Day	\$50,000	\$51,250	\$52,500	\$54,000	\$55,075	\$57,000	\$58,500	\$60,000	\$62,000	\$64,500
ISAAC	\$48,217	\$49,815	\$51,462	\$53,172	\$54,937	\$56,754	\$58,636	\$60,579	\$62,591	\$64,665
Kent	\$43,155	\$44,722	\$46,347	\$48,033	\$49,783	\$51,599	\$53,480	\$56,007	\$58,654	\$61,432
Killingly	\$48,972	\$52,282	\$55,595	\$58,906	\$62,218	\$65,529	\$68,842	\$72,154	\$76,215	\$80,354
LEARN	\$47,037	\$48,140	\$49,292	\$50,523	\$51,758	\$54,515	\$55,825	\$57,203	\$60,940	\$62,997
Lebanon	\$48,220	\$49,953	\$51,750	\$53,621	\$55,563	\$57,792	\$62,486	\$64,639	\$68,996	
Ledyard	\$50,448	\$52,386	\$54,397	\$56,487	\$58,655	\$60,908	\$63,248	\$65,676	\$68,198	\$70,817
Lisbon	\$56,562	\$58,611	\$60,738	\$62,941	\$65,224	\$67,589	\$70,040	\$72,581	\$75,212	\$77,941
Litchfield	\$53,947	\$56,543	\$58,384	\$60,170	\$61,039	\$62,855	\$64,784	\$69,604	\$73,897	\$78,189
Madison	\$52,873	\$55,930	\$56,526	\$58,926	\$60,068	\$62,018	\$64,404	\$67,135	\$69,441	\$71,746
Manchester	\$51,328	\$53,160	\$54,994	\$56,827	\$58,661	\$61,182	\$64,617	\$68,240	\$71,172	\$73,458
Mansfield	\$55,799	\$58,787	\$60,366	\$62,217	\$64,068	\$65,943	\$67,770	\$69,618	\$71,668	\$73,319
Marlborough	\$56,429	\$58,148	\$60,109	\$62,321	\$64,772	\$67,463	\$70,419	\$73,606	\$77,042	\$80,720
Meriden	\$50,500	\$51,510	\$53,429	\$55,550	\$57,368	\$59,085	\$61,711	\$65,751	\$69,690	\$74,740
Middletown	\$47,166	\$48,881	\$49,779	\$50,780	\$52,577	\$55,575	\$59,570	\$61,567	\$65,360	\$69,152
Milford	\$52,006	\$54,047	\$56,084	\$58,121	\$60,222	\$62,308	\$64,403	\$68,212	\$72,022	\$75,833
Monroe	\$59,654	\$61,980	\$64,421	\$66,853	\$69,286	\$71,830	\$74,365	\$76,902	\$76,902	\$79,430
Montville	\$49,898	\$52,708	\$55,513	\$58,320	\$61,128	\$63,935	\$66,739	\$69,544	\$72,352	\$76,091
Naugatuck	\$48,557	\$50,662	\$52,860	\$55,152	\$57,543	\$60,038	\$62,642	\$65,358	\$68,192	\$71,149
New Beginnings	\$47,293	\$48,837	\$50,431	\$52,074	\$53,772	\$55,524	\$57,336	\$59,205	\$61,136	\$63,129
New Britain	\$49,477	\$52,673	\$55,867	\$59,063	\$62,256	\$65,451	\$68,649	\$71,842	\$74,623	\$79,138
New Canaan	\$51,181	\$54,046	\$56,920	\$59,817	\$62,727	\$65,656	\$68,600	\$71,924	\$75,963	\$82,216
New Fairfield	\$50,560	\$52,584	\$54,687	\$56,876	\$59,152	\$61,520	\$63,983	\$66,997	\$70,406	\$75,586

New Hartford	\$47,272	\$49,231	\$51,809	\$54,381	\$56,740	\$59,390	\$62,042	\$66,120	\$70,200	\$75,536
New Haven	\$48,708	\$50,246	\$51,945	\$54,156	\$56,409	\$58,719	\$61,091	\$63,566	\$66,303	\$69,176
New London	\$44,544	\$45,324	\$46,103	\$46,877	\$48,549	\$50,232	\$51,919	\$53,622	\$55,336	\$57,374
New Milford	\$52,805	\$54,121	\$55,452	\$56,797	\$58,157	\$59,683	\$61,961	\$64,532	\$67,360	\$70,615
Newington	\$47,702	\$48,709	\$49,717	\$51,721	\$53,892	\$56,212	\$58,736	\$61,462	\$64,397	\$67,577
Newtown	\$49,672	\$51,518	\$54,478	\$56,706	\$59,733	\$65,135				
Norfolk	\$53,250	\$55,181	\$57,191	\$59,283	\$61,460	\$63,725	\$66,083	\$68,537	\$72,152	
North Branford	\$49,840	\$51,840	\$53,840	\$55,840	\$57,840	\$59,840	\$61,840	\$63,840	\$65,840	\$67,840
North Canaan	\$44,501	\$46,170	\$47,902	\$49,720	\$51,563	\$53,626	\$56,046	\$59,898	\$64,755	\$68,128
North Haven	\$46,954	\$48,747	\$50,609	\$52,541	\$54,548	\$56,631	\$58,793	\$61,039	\$63,371	\$69,041
North Stonington	\$45,459	\$47,676	\$50,002	\$52,442	\$55,000	\$57,684	\$60,499	\$63,451	\$66,548	\$69,390
Norwalk	\$50,948	\$52,184	\$53,699	\$55,970	\$58,242	\$60,765	\$63,289	\$66,405	\$69,347	\$70,861
Norwich	\$51,118	\$52,733	\$53,811	\$54,998	\$57,051	\$58,762	\$61,836	\$64,913	\$68,926	\$72,813
Norwich Free Academy	\$51,922	\$53,724	\$55,528	\$57,686	\$59,494	\$61,292	\$63,100	\$65,620	\$69,224	\$73,678
Old Saybrook	\$49,138	\$50,403	\$51,669	\$52,934	\$54,201	\$55,465	\$57,073	\$58,729	\$60,783	
Orange	\$50,642	\$52,496	\$54,425	\$55,631	\$56,830	\$58,436	\$60,153	\$62,387	\$65,304	\$69,257
Oxford	\$49,409	\$51,257	\$53,741	\$56,347	\$59,080	\$61,945	\$64,950	\$68,100	\$71,403	\$74,865
Plainfield	\$44,880	\$45,900	\$47,124	\$49,266	\$51,306	\$53,856	\$56,406	\$59,466	\$63,546	\$66,300
Plainville	\$48,033	\$49,451	\$50,908	\$52,156	\$53,692	\$55,276	\$56,909	\$58,589	\$60,315	\$62,165
Plymouth	\$46,009	\$47,580	\$49,150	\$50,721	\$52,293	\$53,864	\$55,433	\$57,005	\$58,576	\$60,147
Pomfret	\$52,161	\$54,220	\$56,278	\$58,751	\$61,222	\$63,692	\$66,575	\$69,456	\$73,353	\$75,995
Portland	\$47,735	\$49,198	\$50,698	\$52,365	\$54,598	\$57,517	\$60,961	\$64,406	\$67,850	\$71,295
Preston	\$55,232	\$55,928	\$56,628	\$57,326	\$58,021	\$58,726	\$59,423	\$60,894		
Putnam	\$51,602	\$54,027	\$56,567	\$59,226	\$62,114	\$64,927	\$67,979	\$69,734	\$73,368	
Redding	\$49,118	\$50,314	\$52,619	\$54,925	\$56,078	\$57,231	\$59,535	\$61,841	\$62,993	\$64,145
Region 01	\$49,691	\$51,936	\$54,282	\$56,733	\$59,296	\$61,974	\$64,773	\$67,698	\$70,756	\$73,952
Region 04	\$51,414	\$53,471	\$55,610	\$57,834	\$60,147	\$62,553	\$65,055	\$67,657	\$70,363	\$73,178
Region 05	\$46,968	\$49,124	\$51,378	\$53,737	\$56,203	\$58,783	\$61,481	\$64,303	\$67,255	\$70,342
Region 06	\$46,525	\$47,863	\$49,387	\$50,915	\$52,440	\$53,995	\$61,041			
Region 07	\$45,629	\$47,947	\$50,383	\$52,942	\$55,632	\$58,458	\$61,427	\$64,548	\$67,827	\$71,272
Region 08	\$47,749	\$49,216	\$50,727	\$52,285	\$53,890	\$55,544	\$57,249	\$59,008	\$60,820	\$62,686
Region 09	\$58,043	\$60,776	\$63,976	\$65,784	\$67,644	\$69,558	\$71,524	\$73,472	\$75,937	\$78,896
Region 10	\$46,240	\$47,752	\$49,315	\$50,645	\$52,165	\$53,715	\$55,465	\$59,607		
Region 11	\$47,874	\$49,088	\$51,333	\$53,230	\$55,912	\$58,995	\$62,079			
Region 12	\$52,025	\$53,469	\$54,867	\$56,874	\$59,673	\$61,806	\$63,943	\$66,076	\$68,211	\$70,343
Region 13	\$55,506	\$57,513	\$59,521	\$61,529	\$63,536	\$65,542	\$67,550	\$69,557	\$71,564	\$73,573
Region 14	\$47,495	\$49,320	\$51,238	\$53,253	\$55,363	\$57,561	\$59,380	\$61,418	\$65,155	
Region 15	\$49,367	\$51,294	\$53,099	\$54,969	\$56,894	\$58,819	\$60,745	\$62,668	\$64,596	\$67,807
Region 16	\$50,419	\$51,310	\$52,511	\$53,814	\$55,107	\$57,692	\$60,500	\$63,840	\$67,716	\$71,592