



General Assembly

January Session, 2025

Raised Bill No. 1459

LCO No. 6001



Referred to Committee on EDUCATION

Introduced by:
(ED)

AN ACT CONCERNING TEACHER SALARIES.

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

1 Section 1. (NEW) (*Effective July 1, 2025*) (a) Any collective bargaining
2 agreement entered into, amended or extended on and 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 in an amount that is not less than
7 three hundred per cent of the federal poverty level for a family of two.

8 (b) Upon the mutual agreement of a local or regional board of
9 education receiving a teacher retention grant pursuant to section 2 of
10 this act, and the representatives of such exclusive bargaining unit,
11 contracts for teachers may be reopened and negotiated exclusively for
12 the purpose of allocating teacher retention grant funds pursuant to the
13 provisions of sections 10-153a to 10-153n, inclusive, of the general
14 statutes provided, upon mutual agreement of the parties, such
15 negotiations may (1) include salaries and other conditions of
16 employment, and (2) not be subject to binding arbitration under the

17 provision of section 10-153f of the general statutes.

18 Sec. 2. (NEW) (*Effective July 1, 2025*) (a) Not later than August 1, 2025,
19 the Comptroller shall establish a grant program to provide teacher
20 retention grants to each municipality, to increase the salaries of certified
21 teachers to reach the minimum salary established pursuant to section 1
22 of this act. A teacher retention grant shall be available to each
23 municipality in an amount equal to such municipality's proportional
24 share of the annual state-wide aggregate of equalization aid grants that
25 such municipality receives pursuant to section 10-262h of the general
26 statutes. The Comptroller shall distribute teacher retention grants (1) for
27 the fiscal year ending June 30, 2026, in the aggregate amount of not less
28 than six hundred million dollars, and (2) for the fiscal year ending June
29 30, 2027, in the aggregate amount of not less than twenty per cent of the
30 unappropriated surplus in the General Fund from the previous fiscal
31 year, as determined by the Comptroller after the accounts for said fund
32 have been closed.

33 (b) Each municipality that receives a teacher retention grant shall (1)
34 divide such grant equally among all students counted in such
35 municipality's equalization aid grant for the previous fiscal year, and (2)
36 pay to each local and regional board of education an amount equal to
37 the proportion of such students who were enrolled in schools governed
38 by each such board during the previous fiscal year, provided, not later
39 than the fiscal year ending June 30, 2028, such board includes in the
40 collective bargaining agreement with the exclusive bargaining unit for
41 certified employees a requirement for the first step of the salary
42 schedule to be equal to the minimum salary established pursuant to
43 section 1 of this act.

44 (c) Each local or regional board of education shall use a teacher
45 retention grant only for the purpose of increasing the salaries of certified
46 teachers employed by such board who are members of the exclusive
47 bargaining unit for certified employees, chosen pursuant to section 10-
48 153b of the general statutes, as follows:

49 (1) Not less than seventy-five per cent of such grant shall be paid, if
50 possible, to each teacher whose salary is not at the maximum level of the
51 salary schedule agreed upon in the applicable collective bargaining
52 agreement, based on the portion of teachers with salaries below the
53 maximum level.

54 (2) Teachers whose salaries are at the maximum of such salary
55 schedule may receive payment from the teacher retention grant,
56 provided such maximum salary is not more thirty per cent higher than
57 the first level of such salary schedule.

58 (3) For the fiscal years ending June 30, 2026, to June 30, 2028,
59 inclusive, payment shall be made to each teacher with a salary level,
60 based on the annual salary reported to the teachers' retirement board,
61 below the minimum salary established pursuant to section 1 of this act,
62 in an amount equal to the difference between such teacher's annual
63 salary and the minimum salary.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2025</i>	New section
Sec. 2	<i>July 1, 2025</i>	New section

Statement of Purpose:

To establish a minimum salary for teachers and require the Comptroller to distribute a grant to pay any difference between a teacher's current salary and such minimum salary.

[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.]