

## OFFICE OF FISCAL ANALYSIS

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sSB-1371

AN ACT ESTABLISHING A JUST CAUSE STANDARD FOR  
TEACHER CONTRACT TERMINATIONS AND REQUIRING  
CONTRACT TERMINATION HEARINGS FOR TEACHERS THAT  
HAVE ATTAINED TENURE BE BEFORE A NEUTRAL HEARING  
OFFICER.

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### ***OFA Fiscal Note***

***State Impact:*** None

***Municipal Impact:***

Municipalities	Effect	FY 26 \$	FY 27 \$
Local and Regional School Districts	STATE MANDATE <sup>1</sup> - Potential Cost	Minimal	Minimal

### ***Explanation***

The bill results in a potential, minimal cost to local and regional school districts annually beginning in FY 26. The bill requires local and regional school districts to hire third party hearing officers for all hearings regarding the termination of a teacher. Currently either a hearing officer or a board of education subcommittee may conduct the hearing. The cost of the hearings will be shared by all involved parties as under current law.

The cost of the bill to a district will vary based on the number of hearings conducted, the rate charged by such officers, and whether in

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<sup>1</sup> State mandate is defined in Sec. 2-32b(2) of the Connecticut General Statutes, "state mandate" means any state initiated constitutional, statutory or executive action that requires a local government to establish, expand or modify its activities in such a way as to necessitate additional expenditures from local revenues.

the absence of the bill the district would have chosen to instead use a subcommittee. Any cost is expected to be minimal, as such hearings are rare.

The bill also requires a showing of just cause when a teacher is terminated and makes the hearing officer's decision final. These provisions have no fiscal impact, as it is not expected to change any costs to local and regional boards of education associated with personnel decisions.

### ***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to the number of hearings conducted.