



General Assembly

January Session, 2025

Raised Bill No. 1371

LCO No. 5147



Referred to Committee on LABOR AND PUBLIC EMPLOYEES

Introduced by:
(LAB)

***AN ACT ESTABLISHING A JUST CAUSE STANDARD FOR TEACHER
CONTRACT TERMINATIONS AND MAKING THE DECISION OF A
NEUTRAL HEARING OFFICER IN TEACHER CONTRACT
TERMINATION HEARINGS BINDING ON THE PARTIES.***

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

1 Section 1. Subsection (d) of section 10-151 of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective July 1,*
3 *2025*):

4 (d) The contract of employment of a teacher who has attained tenure
5 shall be continued from school year to school year, except that it may be
6 terminated at any time for one or more of the following reasons: (1)
7 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
8 notified on or after July 1, 2014, that termination is under consideration
9 due to incompetence or ineffectiveness, the determination of
10 incompetence or ineffectiveness is based on evaluation of the teacher
11 using teacher evaluation guidelines established pursuant to section 10-
12 151b; (2) insubordination against reasonable rules of the board of
13 education; (3) moral misconduct; (4) disability, as shown by competent
14 medical evidence; (5) elimination of the position to which the teacher

15 was appointed or loss of a position to another teacher, if no other
16 position exists to which such teacher may be appointed if qualified,
17 provided such teacher, if qualified, shall be appointed to a position held
18 by a teacher who has not attained tenure, and provided further that
19 determination of the individual contract or contracts of employment to
20 be terminated shall be made in accordance with either (A) a provision
21 for a layoff procedure agreed upon by the board of education and the
22 exclusive employees' representative organization, or (B) in the absence
23 of such agreement, a written policy of the board of education; or (6)
24 other [due and sufficient] just cause. Nothing in this section or in any
25 other section of the general statutes or of any special act shall preclude
26 a board of education from making an agreement with an exclusive
27 bargaining representative which contains a recall provision. Prior to
28 terminating a contract, the superintendent shall give the teacher
29 concerned a written notice that termination of such teacher's contract is
30 under consideration and give such teacher a statement of the reasons for
31 such consideration of termination. Not later than ten calendar days after
32 receipt of written notice by the superintendent that contract termination
33 is under consideration, such teacher may file with the local or regional
34 board of education a written request for a hearing. A board of education
35 may designate a subcommittee of three or more board members to
36 conduct hearings and submit written findings and recommendations to
37 the board for final disposition in the case of teachers whose contracts are
38 terminated. Such hearing shall commence not later than fifteen calendar
39 days after receipt of such request, unless the parties mutually agree to
40 an extension, not to exceed fifteen calendar days (A) before the board of
41 education or a subcommittee of the board, or (B) if indicated in such
42 request or if designated by the board before an impartial hearing officer
43 chosen by the teacher and the superintendent. If the parties are unable
44 to agree upon the choice of a hearing officer not later than five calendar
45 days after the decision to use a hearing officer, the hearing officer shall
46 be selected with the assistance of the American Arbitration Association
47 using its expedited selection process and in accordance with its rules for
48 selection of a neutral arbitrator in grievance arbitration. If the hearing

49 officer is not selected with the assistance of such association after five
50 days, the hearing shall be held before the board of education or a
51 subcommittee of the board. When the reason for termination is
52 incompetence or ineffectiveness, the hearing shall (i) address the
53 question of whether the performance evaluation ratings of the teacher
54 were determined in good faith in accordance with the program adopted
55 by the local or regional board of education pursuant to section 10-151b
56 and were reasonable in light of the evidence presented, and (ii) be
57 limited to twelve total hours of evidence and testimony, with each side
58 allowed not more than six hours to present evidence and testimony
59 except the board, subcommittee of the board or impartial hearing officer
60 may extend the time period for evidence and testimony at the hearing
61 when good cause is shown. Not later than forty-five calendar days after
62 receipt of the request for a hearing, the subcommittee of the board or
63 hearing officer, unless the parties mutually agree to an extension not to
64 exceed fifteen calendar days, shall [submit written findings and a
65 recommendation to the board of education as to the disposition of the
66 charges against the teacher and shall send a copy of such findings and
67 recommendation to the teacher. The board of education shall give the
68 teacher concerned its written decision not later than fifteen calendar
69 days after receipt of the written recommendation of the subcommittee
70 or hearing officer] render to the board of education and the teacher a
71 written decision that shall be binding on the parties. Each party shall
72 share equally the fee of the hearing officer and all other costs incidental
73 to the hearing. If the hearing is before the board of education, the board
74 shall render its decision not later than fifteen calendar days after the
75 close of such hearing and shall send a copy of its decision to the teacher.
76 The hearing shall be public if the teacher so requests or the board,
77 subcommittee or hearing officer so designates. The teacher concerned
78 shall have the right to appear with counsel at the hearing, whether
79 public or private. A copy of a transcript of the proceedings of the hearing
80 shall be furnished by the board of education, upon written request by
81 the teacher within fifteen days after the board's decision, provided the
82 teacher shall assume the cost of any such copy. Nothing [herein]

83 contained in this section shall deprive a board of education or
84 superintendent of the power to suspend a teacher from duty
85 immediately when serious misconduct is charged without prejudice to
86 the rights of the teacher as otherwise provided in this section.

This act shall take effect as follows and shall amend the following sections:		
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Section 1	<i>July 1, 2025</i>	10-151(d)
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Statement of Purpose:

To (1) add a just cause standard for certain teacher contract terminations, and (2) make the decision of a neutral hearing officer in teacher contract termination hearings binding on the parties.

[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.]