



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.

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|-------------------------------------------------------------------------------|---------------------|-------------|
| 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 |

|           |                     |             |
|-----------|---------------------|-------------|
| 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.]*