

OFFICE OF FISCAL ANALYSIS

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sSB-351

AN ACT ESTABLISHING STANDARD OF REVIEW FOR TEACHER TERMINATION DECISIONS AND REQUIRING TERMINATION HEARINGS TO BE BEFORE A NEUTRAL ARBITRATOR.

OFA Fiscal Note

State Impact: None

Municipal Impact:

Municipalities	Effect	FY 27 \$	FY 28 \$
Local and Regional School Districts	STATE MANDATE ¹ - Potential Cost	Potential Minimal	Potential Minimal

Explanation

The bill results in a potential, minimal cost to local and regional school districts annually beginning in FY 27. The bill requires local and regional school districts to hire third party hearing officers for all hearings regarding the termination of a tenured teacher and allows districts to request a copy of the transcript so long as they bear the cost of the copy. 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, whether in the absence of the bill the district would have chosen to instead use a

¹ 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.

subcommittee, and the cost of any requested transcripts. Any cost is expected to be minimal, as such hearings are rare.

The bill also: (1) sets a standard of review for when a nontenured or tenured public school teacher is terminated, which is the same standard applied to other disciplinary actions under the teacher's collective bargaining unit; (2) makes the hearing officer's decision final; and (3) allows teachers or districts to appeal to the Superior Court² when aggrieved by a hearing officer's decision. These provisions have no fiscal impact, as they are not expected to change any costs to school districts associated with personnel decisions.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

² The court system disposes of over 250,000 cases annually and the number of cases is not anticipated to be great enough to need additional resources.