



General Assembly

**Substitute Bill No. 351**

February Session, 2026



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

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

1 Section 1. Subsections (c) to (e), inclusive, of section 10-151 of the  
2 general statutes are repealed and the following is substituted in lieu  
3 thereof (*Effective July 1, 2026*):

4 (c) The contract of employment of a teacher who has not attained  
5 tenure may be terminated at any time for any of the reasons enumerated  
6 in subdivisions (1) to (6), inclusive, of subsection (d) of this section. [;  
7 otherwise] The standard of review for all such reasons shall be the same  
8 standard applied in other disciplinary actions under the terms of such  
9 teacher's collective bargaining agreement. Otherwise the contract of  
10 such teacher shall be continued into the next school year unless such  
11 teacher receives written notice by May first in one school year that such  
12 contract will not be renewed for the following year. Upon the teacher's  
13 written request, not later than three calendar days after such teacher  
14 receives such notice of nonrenewal or termination, a notice of  
15 nonrenewal or termination shall be supplemented not later than four  
16 calendar days after receipt of the request by a statement of the reason or  
17 reasons for such nonrenewal or termination. Such teacher, upon written  
18 request filed with the board of education not later than ten calendar

19 days after the receipt of notice of [termination, or] nonrenewal or  
20 termination shall be entitled to a hearing, except as provided in this  
21 subsection, (1) before the board, or (2) if indicated in such request and if  
22 designated by the board, before an impartial hearing officer chosen by  
23 the teacher and the superintendent in accordance with the provisions of  
24 subsection (d) of this section. Such hearing shall commence not later  
25 than fifteen calendar days after receipt of such request unless the parties  
26 mutually agree to an extension not to exceed fifteen calendar days. The  
27 impartial hearing officer or a subcommittee of the board of education, if  
28 the board of education designates a subcommittee of three or more  
29 board members to conduct hearings, shall submit written findings and  
30 recommendations to the board for final disposition. The teacher shall  
31 have the right to appear with counsel of the teacher's choice at the  
32 hearing. A teacher who has not attained tenure shall not be entitled to a  
33 hearing concerning nonrenewal if the reason for such nonrenewal is  
34 either elimination of position or loss of position to another teacher. [The  
35 board of education shall rescind a nonrenewal decision only if the board  
36 finds such decision to be arbitrary and capricious.] Any such teacher  
37 whose contract is terminated for the reasons enumerated in  
38 subdivisions (3) and (4) of subsection (d) of this section shall have the  
39 right to appeal in accordance with the provisions of subsection (e) of this  
40 section.

41 (d) The contract of employment of a teacher who has attained tenure  
42 shall be continued from school year to school year, except that it may be  
43 terminated at any time for one or more of the following reasons: (1)  
44 Inefficiency, incompetence or ineffectiveness, provided [, if a teacher is  
45 notified on or after July 1, 2014, that termination is under consideration  
46 due to incompetence or ineffectiveness, the] any determination of  
47 incompetence or ineffectiveness is based on evaluation of the teacher  
48 using teacher evaluation guidelines established pursuant to section 10-  
49 151b; (2) insubordination against reasonable rules of the board of  
50 education; (3) moral misconduct; (4) disability, as shown by competent  
51 medical evidence; (5) elimination of the position to which the teacher  
52 was appointed or loss of a position to another teacher, if no other

53 position exists to which such teacher may be appointed if qualified,  
54 provided such teacher, if qualified, shall be appointed to a position held  
55 by a teacher who has not attained tenure, and provided further that  
56 determination of the individual contract or contracts of employment to  
57 be terminated shall be made in accordance with either (A) a provision  
58 for a layoff procedure agreed upon by the board of education and the  
59 exclusive employees' representative organization, or (B) in the absence  
60 of such agreement, a written policy of the board of education; or (6)  
61 other due and sufficient [cause] reasons. The standard of review for all  
62 such reasons shall be the same standard applied in other disciplinary  
63 actions under the terms of such teacher's collective bargaining  
64 agreement. Nothing in this section or in any other section of the general  
65 statutes or of any special act shall preclude a board of education from  
66 making an agreement with an exclusive bargaining representative  
67 which contains a recall provision. Prior to terminating a contract, the  
68 superintendent shall give the teacher concerned a written notice that  
69 termination of such teacher's contract is under consideration and give  
70 such teacher a statement of the reasons for such consideration of  
71 termination. Not later than ten calendar days after receipt of written  
72 notice by the superintendent that contract termination is under  
73 consideration, such teacher may file with the local or regional board of  
74 education a written request for a hearing. [A board of education may  
75 designate a subcommittee of three or more board members to conduct  
76 hearings and submit written findings and recommendations to the  
77 board for final disposition in the case of teachers whose contracts are  
78 terminated.] Such hearing shall commence not later than fifteen  
79 calendar days after receipt of such request, unless the parties mutually  
80 agree to an extension [,] not to exceed fifteen calendar days, [(A) before  
81 the board of education or a subcommittee of the board, or (B) if indicated  
82 in such request or if designated by the board] before an impartial  
83 hearing officer chosen by the teacher and the superintendent. If the  
84 parties are unable to agree upon the choice of a hearing officer not later  
85 than five calendar days after the decision to use a hearing officer, the  
86 hearing officer shall be selected with the assistance of the American  
87 Arbitration Association using its expedited selection process and in

88 accordance with its rules for selection of a neutral arbitrator in grievance  
89 arbitration. [If the hearing officer is not selected with the assistance of  
90 such association after five days, the hearing shall be held before the  
91 board of education or a subcommittee of the board.] When the reason  
92 for termination is incompetence or ineffectiveness, the hearing shall [(i)]  
93 (A) address the question of whether the performance evaluation ratings  
94 of the teacher were determined in good faith in accordance with the  
95 program adopted by the local or regional board of education pursuant  
96 to section 10-151b and were reasonable in light of the evidence  
97 presented, and [(ii)] (B) be limited to twelve total hours of evidence and  
98 testimony, with each side allowed not more than six hours to present  
99 evidence and testimony except the [board, subcommittee of the board  
100 or] impartial hearing officer may extend the time period for evidence  
101 and testimony at the hearing when good cause is shown. Not later than  
102 forty-five calendar days after receipt of the request for a hearing, the  
103 [subcommittee of the board or] hearing officer, unless the parties  
104 mutually agree to an extension not to exceed fifteen calendar days, shall  
105 [submit written findings and a recommendation to the board of  
106 education as to the disposition of the charges against the teacher and  
107 shall send a copy of such findings and recommendation to the teacher.  
108 The board of education shall give the teacher concerned its written  
109 decision not later than fifteen calendar days after receipt of the written  
110 recommendation of the subcommittee or hearing officer] render to the  
111 board of education and the teacher a written disposition that shall be  
112 binding on the parties. Each party shall share equally the fee of the  
113 hearing officer and all other costs incidental to the hearing. [If the  
114 hearing is before the board of education, the board shall render its  
115 decision not later than fifteen calendar days after the close of such  
116 hearing and shall send a copy of its decision to the teacher.] The hearing  
117 shall be public if the teacher so requests. [or the board, subcommittee or  
118 hearing officer so designates.] The teacher concerned shall have the right  
119 to appear with counsel at the hearing, whether public or private. [A  
120 copy of a transcript of the proceedings of the hearing shall be furnished  
121 by the board of education, upon written request by the teacher within  
122 fifteen days after the board's decision, provided the teacher shall assume

123 the cost of any such copy.] Either party shall have the right to request a  
124 copy of the transcript and shall bear the cost of any such copy. Nothing  
125 [herein] contained in this section shall deprive a board of education or  
126 superintendent of the power to suspend a teacher from duty  
127 immediately when serious misconduct is charged without prejudice to  
128 the rights of the teacher as otherwise provided in this section.

129 (e) Any teacher or board of education aggrieved by the [decision of a  
130 board of education] award of the hearing officer after a hearing as  
131 provided in subsection (d) of this section may [appeal therefrom, not  
132 later than thirty calendar days after such decision, to the Superior Court.  
133 Such appeal shall be made returnable to said court in the same manner  
134 as is prescribed for civil actions brought to said court] make an  
135 application to the Superior Court to confirm, vacate or modify said  
136 award pursuant to sections 52-417 to 52-419, inclusive. Any such  
137 [appeal] application shall be a privileged case to be heard by the court  
138 as soon after the return day as is practicable. The teacher or board of  
139 education shall file with the court a copy of the complete transcript of  
140 the proceedings of the hearing, [and the minutes of board of education  
141 meetings relating to such termination, including the vote of the board  
142 on the termination,] together with such other documents, or certified  
143 copies thereof, as shall constitute the record of the case. [The court, upon  
144 such appeal, shall review the proceedings of such hearing. The court,  
145 upon such appeal and hearing thereon, may affirm or reverse the  
146 decision appealed from in accordance with subsection (j) of section 4-  
147 183. Costs shall not be allowed against the board of education unless it  
148 appears to the court that it acted with gross negligence or in bad faith or  
149 with malice in making the decision appealed from.]

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2026	10-151(c) to (e)

**Statement of Legislative Commissioners:**

In Subsec. (d), "the terms of" was added before "such teacher's" for consistency.

**LAB**      *Joint Favorable Subst.*