

*Testimony of*

**Kimberly Gombotz**

RHAM Educator

*Before the*

**Labor and Public Employees Committee**

*Re:*

**SB 1371 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.**

February 27, 2025

Good afternoon, Senator Kushner, Representative Sanchez, Senator Sampson, Representative Weir, and distinguished members of the Labor and Public Employees Committee.

I testify today in support of Senate Bill 1371, which takes important steps toward addressing the educator shortage in Connecticut. This bill amends the Teacher Tenure act to make decisions of neutral arbitrator in the discipline proceedings binding on the board of education and implements a recognized labor law legal standard of “Just Cause,” which guides discipline in a way that is progressive and fair. These changes would give teachers the same rights and protections as noncertified staff—a critical step toward fairness in our profession.

It is unfair to have teachers who work so hard for their students have to worry about being terminated. It has happened in my district and has ruined lives for no good reason. This absolutely needs to change. We already have a shortage of teachers and so much to worry about with our jobs. This should not be something to have to worry about and we should be given the same rights as noncertified staff. Thank you for your time and making sure this goes into effect.

Thank you for your time and consideration.