

Testimony of

Margaret Clifton

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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 makes no sense under current law for paraeducators, administrative assistants, and custodians to have Just Cause, but leave teachers with a non-legally binding decision that could result in an unfair termination. All school employees, including teachers, should have Just Cause under the law.

Thank you for your time and consideration.