

Testimony of

Tracy Dorau
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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.

I watched an amazing educator have her 15 year career stripped from her because of a personal vendetta by our superintendent. She did not deserve what happened to her. Our students were done a huge disservice when she was terminated, even though a neutral arbiter did NOT agree. Our district lost an amazing educator for no reason.

Thank you for your time and consideration.