



General Assembly

Substitute Bill No. 7224

January Session, 2019



AN ACT CONCERNING PARAEUCATOR PAY EQUITY.

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

1 Section 1. (NEW) (*Effective January 1, 2020*) (a) The Commissioner of
2 Education shall evaluate classifications of noncertified board of
3 education employees on a periodic basis of not less than five years, to
4 determine if such classifications are in the appropriate compensation
5 plan, based upon appropriate and reasonably objective job-related
6 criteria. Such objective job-related criteria required to carry out the
7 duties of the position shall include, but not be limited to: (1)
8 Knowledge and skill, (2) mental and physical effort, and (3)
9 accountability. The commissioner shall establish evaluation
10 committees, consisting of representatives of local and regional boards
11 of education, management and employees in classifications being
12 evaluated pursuant to this subsection. The commissioner shall
13 determine ratings for classifications through assignment of factor
14 values. No modification of compensation shall be required pursuant to
15 such ratings. Such ratings may be considered in regard to setting
16 compensation for noncertified local and regional board of education
17 employees, subject to the provisions of applicable municipal
18 paraeducator collective bargaining agreements and municipal
19 collective bargaining provisions under sections 7-467 to 7-477,
20 inclusive, of the general statutes, for classifications included under

21 collective bargaining.

22 (b) Any position may be excluded from the evaluation conducted
23 pursuant to subsection (a) of this section if the commissioner and an
24 exclusive bargaining representative mutually agree to exclude such
25 position.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>January 1, 2020</i>	New section

LAB *Joint Favorable Subst.*