



General Assembly

Substitute Bill No. 381

February Session, 2024



AN ACT CONCERNING THE TEACHING PROFESSION AND REVISIONS TO THE MANDATED REPORTER REQUIREMENTS.

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

1 Section 1. (NEW) (*Effective July 1, 2024*) Any collective bargaining
2 agreement entered into, amended or extended on or after July 1, 2025,
3 between a local or regional board of education and the representatives
4 of the exclusive bargaining unit for certified employees, chosen
5 pursuant to section 10-153b of the general statutes, shall establish a
6 minimum salary for certified teachers that is not less than sixty thousand
7 dollars annually.

8 Sec. 2. (NEW) (*Effective July 1, 2024*) For the fiscal year ending June 30,
9 2026, and annually thereafter, the Office of Policy and Management
10 shall create an independent appropriation for the purposes of providing
11 a teacher salary enhancement subsidy to local and regional boards of
12 education. The office shall use the funds available in such independent
13 appropriation to provide a subsidy to each local or regional board of
14 education in an amount equal to the difference between the annual
15 salary, as of July 1, 2024, of a certified teacher who is employed by such
16 board on said date and the minimum salary required pursuant to
17 section 1 of this act for each certified teacher employed by such board of
18 education whose annual salary is less than sixty thousand dollars. Any

19 such subsidy provided to a local or regional board of education under
20 this section shall not be combined with any other state grant provided
21 to local or regional boards of education under any provision of the
22 general statutes.

23 Sec. 3. (*Effective from passage*) The sum of fifty-five million dollars is
24 allocated, in accordance with the provisions of special act 21-1, from the
25 federal funds designated for the state pursuant to the provisions of
26 Section 602 of Subtitle M of Title IX of the American Rescue Plan Act of
27 2021, P.L. 117-2, as amended from time to time, to the Department of
28 Education, for the fiscal year ending June 30, 2024, for the purpose of
29 providing a COVID-19 recognition payment in the amount of one
30 thousand dollars to each certified teacher who was employed by a local
31 or regional board of education and providing instruction during the
32 school years commencing July 1, 2019, and July 1, 2020.

33 Sec. 4. Subsection (a) of section 31-3i of the 2024 supplement to the
34 general statutes is repealed and the following is substituted in lieu
35 thereof (*Effective July 1, 2024*):

36 (a) Pursuant to Section 101 of the federal Workforce Innovation and
37 Opportunity Act of 2014, P.L. 113-128, the members of the Governor's
38 Workforce Council shall be:

39 (1) The Governor;

40 (2) A member of the House of Representatives, appointed by the
41 speaker of the House of Representatives, and a member of the Senate,
42 appointed by the president pro tempore of the Senate;

43 (3) Twenty-four members, appointed by the Governor, who (A) are
44 owners of a business, chief executives or operating officers of a business,
45 or other business executives or employers with optimum policy-making
46 or hiring authority; (B) represent businesses or organizations
47 representing businesses that provide employment opportunities that, at
48 a minimum, include high-quality, work-relevant training and
49 development in in-demand industry sectors or occupation in the state;

50 or (C) have been nominated by state business organizations or business
51 trade associations. At a minimum, at least one such member shall
52 represent small businesses, as defined by the United States Small
53 Business Administration.

54 (4) The Labor Commissioner, Commissioner of Aging and Disability
55 Services, Commissioner of Education, Commissioner of Economic and
56 Community Development and the Chief Workforce Officer, or their
57 respective designees;

58 (5) Four representatives of labor organizations, who have been
59 nominated by state labor federations and appointed by the Governor;

60 (6) An individual, appointed by the Governor, who is a member of a
61 labor organization or a training director from a joint labor-management
62 apprenticeship program, or, if no such joint program exists in the state,
63 such a representative of an apprenticeship program in the state;

64 (7) An individual, appointed by the Governor, who is an expert in
65 residential construction;

66 (8) Five members, appointed by the Governor, who represent
67 community-based organizations that have demonstrated experience
68 and expertise in addressing employment, training, or education,
69 including one representative of a community action agency, as defined
70 in section 17b-885, and one representative of a philanthropic
71 organization;

72 (9) A representative from the Connecticut State Colleges and
73 Universities, a representative from The University of Connecticut and a
74 representative from a nonprofit institution of higher education in the
75 state, each appointed by the Governor;

76 (10) A representative from a regional vocational-technical school and
77 a representative from a regional agricultural science and technology
78 school, each appointed by the Governor;

79 (11) Two superintendents of a local or regional board of education,
80 appointed by the Governor;

81 (12) A certified teacher employed by a local or regional board of
82 education, appointed by the Governor;

83 [(12)] (13) Two chief elected officials of municipalities, appointed by
84 the Governor; and

85 [(13)] (14) Two members of the public, who are enrolled in or who
86 have recently completed a nondegree workforce training program,
87 appointed by the Governor.

88 Sec. 5. Subsection (e) of section 10-144d of the 2024 supplement to the
89 general statutes is repealed and the following is substituted in lieu
90 thereof (*Effective July 1, 2024*):

91 (e) The council shall (1) advise the [State Board of Education, the
92 Governor] Commissioner of Education and the joint standing
93 committee of the General Assembly having cognizance of matters
94 relating to education concerning [teacher preparation,] teacher
95 recruitment, teacher retention, [teacher certification,] teacher
96 professional development, teacher assessment and evaluation, [and]
97 teacher professional discipline,]; (2) review and comment upon all
98 regulations and other standards concerning the approval of teacher
99 preparation programs and teacher certification] the equitable
100 distribution of teachers, diversity of the teaching workforce, special
101 education, testing and assessment of students, school safety and social-
102 emotional learning; (2) share perspectives on the impact of proposed
103 policies and initiatives on classroom practice with the commissioner and
104 the joint standing committee of the General Assembly having
105 cognizance of matters relating to education; (3) provide suggestions and
106 feedback on guidance to be sent to school districts related to the
107 implementation of such policies and initiatives with the commissioner;
108 and [(3)] (4) report to the [State Board of Education, the Governor]
109 commissioner and the joint standing committee of the General

110 Assembly having cognizance of matters relating to education not later
111 than January 15, 1991, and annually thereafter, on its activities and
112 recommendations, if any, concerning the condition of the teaching
113 profession.

114 Sec. 6. Subsection (d) of section 10-151 of the general statutes is
115 repealed and the following is substituted in lieu thereof (*Effective July 1,*
116 *2024*):

117 (d) The contract of employment of a teacher who has attained tenure
118 shall be continued from school year to school year, except that it may be
119 terminated at any time for one or more of the following reasons: (1)
120 Inefficiency, incompetence or ineffectiveness, provided, if a teacher is
121 notified on or after July 1, 2014, that termination is under consideration
122 due to incompetence or ineffectiveness, the determination of
123 incompetence or ineffectiveness is based on evaluation of the teacher
124 using teacher evaluation guidelines established pursuant to section 10-
125 151b; (2) insubordination against reasonable rules of the board of
126 education; (3) moral misconduct; (4) disability, as shown by competent
127 medical evidence; (5) elimination of the position to which the teacher
128 was appointed or loss of a position to another teacher, if no other
129 position exists to which such teacher may be appointed if qualified,
130 provided such teacher, if qualified, shall be appointed to a position held
131 by a teacher who has not attained tenure, and provided further that
132 determination of the individual contract or contracts of employment to
133 be terminated shall be made in accordance with either (A) a provision
134 for a layoff procedure agreed upon by the board of education and the
135 exclusive employees' representative organization, or (B) in the absence
136 of such agreement, a written policy of the board of education; or (6)
137 other [due and sufficient] just cause. Nothing in this section or in any
138 other section of the general statutes or of any special act shall preclude
139 a board of education from making an agreement with an exclusive
140 bargaining representative which contains a recall provision. Prior to
141 terminating a contract, the superintendent shall give the teacher
142 concerned a written notice that termination of such teacher's contract is

143 under consideration and give such teacher a statement of the reasons for
144 such consideration of termination. Not later than ten calendar days after
145 receipt of written notice by the superintendent that contract termination
146 is under consideration, such teacher may file with the local or regional
147 board of education a written request for a hearing. [A board of
148 education may designate a subcommittee of three or more board
149 members to conduct hearings and submit written findings and
150 recommendations to the board for final disposition in the case of
151 teachers whose contracts are terminated.] Such hearing shall commence
152 not later than fifteen calendar days after receipt of such request, unless
153 the parties mutually agree to an extension, not to exceed fifteen calendar
154 days [(A) before the board of education or a subcommittee of the board,
155 or (B) if indicated in such request or if designated by the board] before
156 an impartial hearing officer chosen by the teacher and the
157 superintendent. If the parties are unable to agree upon the choice of a
158 hearing officer not later than five calendar days after the decision to use
159 a hearing officer, the hearing officer shall be selected with the assistance
160 of the American Arbitration Association using its expedited selection
161 process and in accordance with its rules for selection of a neutral
162 arbitrator in grievance arbitration. If the hearing officer is not selected
163 with the assistance of such association after five days, the hearing shall
164 be held before the board of education or a subcommittee of the board.
165 When the reason for termination is incompetence or ineffectiveness, the
166 hearing shall [(i) (A) address the question of whether the performance
167 evaluation ratings of the teacher were determined in good faith in
168 accordance with the program adopted by the local or regional board of
169 education pursuant to section 10-151b and were reasonable in light of
170 the evidence presented, and [(ii) (B) be limited to twelve total hours of
171 evidence and testimony, with each side allowed not more than six hours
172 to present evidence and testimony except the board, subcommittee of
173 the board or impartial hearing officer may extend the time period for
174 evidence and testimony at the hearing when good cause is shown. Not
175 later than forty-five calendar days after receipt of the request for a
176 hearing, the [subcommittee of the board or] hearing officer, unless the
177 parties mutually agree to an extension not to exceed fifteen calendar

178 days, shall [submit written findings and a recommendation to the board
179 of education as to the disposition of the charges against the teacher and
180 shall send a copy of such findings and recommendation to the teacher.
181 The board of education shall give the teacher concerned its written
182 decision not later than fifteen calendar days after receipt of the written
183 recommendation of the subcommittee or hearing officer] render to the
184 board of education and the teacher a written disposition that shall be
185 binding on the parties. Each party shall share equally the fee of the
186 hearing officer and all other costs incidental to the hearing. [If the
187 hearing is before the board of education, the board shall render its
188 decision not later than fifteen calendar days after the close of such
189 hearing and shall send a copy of its decision to the teacher.] The hearing
190 shall be public if the teacher so requests, [or the board, subcommittee or
191 hearing officer so designates.] The teacher concerned shall have the right
192 to appear with counsel at the hearing, whether public or private. [A
193 copy of a transcript of the proceedings of the hearing shall be furnished
194 by the board of education, upon written request by the teacher within
195 fifteen days after the board's decision, provided the teacher shall assume
196 the cost of any such copy.] Nothing [herein] contained in this section
197 shall deprive a board of education or superintendent of the power to
198 suspend a teacher from duty immediately when serious misconduct is
199 charged without prejudice to the rights of the teacher as otherwise
200 provided in this section.

201 Sec. 7. Section 10-153f of the general statutes is repealed and the
202 following is substituted in lieu thereof (*Effective July 1, 2024*):

203 (a) There shall be in the Department of Education an arbitration panel
204 of not less than [twenty-four] ten or more than [twenty-nine] fifteen
205 persons to serve as provided in subsection (c) of this section. The
206 Governor shall appoint the members of such panel, with the advice and
207 consent of the General Assembly, as follows: [(1) Seven members who
208 are representative of the interests of local and regional boards of
209 education and selected from lists of names submitted by such boards;
210 (2) seven members who are representative of the interests of exclusive

211 bargaining representatives of certified employees and selected from lists
212 of names submitted by such bargaining representatives; and (3) not] Not
213 less than ten or more than fifteen members who are impartial
214 representatives of the interests of the public in general, residents of the
215 state of Connecticut, experienced in public sector collective bargaining
216 interest impasse resolution and selected from lists of names submitted
217 by the State Board of Education. The lists of names submitted to the
218 Governor [pursuant to subdivisions (1) to (3), inclusive, of this
219 subsection] shall, in addition to complying with the provisions of
220 section 4-9b, include a report from the State Board of Education
221 certifying that the process conducted for soliciting applicants made
222 adequate outreach to minority communities and documenting that the
223 number and make-up of minority applicants considered reflect the
224 state's racial and ethnic diversity. Each member of the panel serving on
225 or appointed after January 1, 2016, shall serve a term of four years,
226 except that (1) each arbitrator shall hold office until a successor is
227 appointed and any arbitrator not reappointed shall finish to conclusion
228 any arbitration for which such arbitrator has been selected or appointed,
229 and (2) the term of each arbitrator who is a representative of the interests
230 of local and regional boards of education or is a representative of the
231 interests of exclusive bargaining representatives of certified employees
232 shall terminate on July 1, 2024. Arbitrators may be removed for good
233 cause. If any vacancy occurs in such panel, the Governor shall act within
234 forty days to fill such vacancy in the manner provided in section 4-19.
235 Persons appointed to the arbitration panel shall serve without
236 compensation but each shall receive a per diem fee for any day during
237 which such person is engaged in the arbitration of a dispute pursuant to
238 this section. The parties to the dispute so arbitrated shall pay the fee in
239 accordance with subsection (c) of this section.

240 (b) If any local or regional board of education cannot agree with the
241 exclusive representatives of a teachers' or administrators' unit after
242 negotiation concerning the terms and conditions of employment
243 applicable to the employees in such unit, either party may submit the
244 issues to the commissioner for mediation. On the one hundred sixtieth

245 day prior to the budget submission date, the commissioner shall order
246 the parties to report their settlement. If, on such one hundred sixtieth
247 day, the parties have not reached agreement and have failed to initiate
248 mediation, the commissioner shall order the parties to notify the
249 commissioner of the name of a mutually selected mediator and to
250 commence mediation. The commissioner may order the parties to
251 appear before said commissioner during the mediation period. In either
252 case, the parties shall meet with a mediator mutually selected by them,
253 provided such parties shall inform the commissioner of the name of
254 such mediator, or with the commissioner or the commissioner's agents
255 or a mediator designated by said commissioner. Mediators shall be
256 chosen from a panel of mediators selected by the State Board of
257 Education or from outside such panel if mutually agreed by the parties.
258 Such mediators shall receive a per diem fee determined on the basis of
259 the prevailing rate for such services, and the parties shall share equally
260 in the cost of such mediation. In any civil or criminal case, any
261 proceeding preliminary thereto, or in any legislative or administrative
262 proceeding, a mediator shall not disclose any confidential
263 communication made to such mediator in the course of mediation
264 unless the party making such communication waives such privilege.
265 The parties shall provide such information as the commissioner may
266 require. The commissioner may recommend a basis for settlement but
267 such recommendations shall not be binding upon the parties. Such
268 recommendation shall be made [within] not later than twenty-five days
269 after the day on which mediation begins.

270 (c) (1) On the fourth day next following the end of the mediation
271 session or on the one hundred thirty-fifth day prior to the budget
272 submission date, whichever is sooner, the commissioner shall order the
273 parties to report their settlement of the dispute or, if there is no
274 settlement, to notify the commissioner of either their agreement to
275 submit their dispute to a single arbitrator, [or the name of the arbitrator
276 selected by each of them. Within] Not later than five days of providing
277 such notice, the parties shall notify the commissioner of the name of the
278 arbitrator if there is an agreement on a single arbitrator appointed to the

279 panel pursuant to [subdivision (3) of] subsection (a) of this section. [or
280 agreement on the third arbitrator appointed to the panel pursuant to
281 said subdivision.] The commissioner may order the parties to appear
282 before said commissioner during the arbitration period. If the parties
283 have notified the commissioner of their agreement to submit their
284 dispute to a single arbitrator and they have not agreed on such
285 arbitrator, [within] not later than five days after such notification, the
286 commissioner shall select such single arbitrator who shall be an
287 impartial representative of the interests of the public in general. [If each
288 party has notified the commissioner of the name of the arbitrator it has
289 selected and the parties have not agreed on the third arbitrator, within
290 five days after such notification, the commissioner shall select a third
291 arbitrator, who shall be an impartial representative of the interests of the
292 public in general. If either party fails to notify the commissioner of the
293 name of an arbitrator, the commissioner shall select an arbitrator to
294 serve and the commissioner shall also select a third arbitrator who shall
295 be an impartial representative of the interests of the public in general.]
296 Any selection pursuant to this section by the commissioner of an
297 impartial arbitrator shall be made at random from among the members
298 appointed under [subdivision (3) of] subsection (a) of this section.
299 Arbitrators shall be selected from the panel appointed pursuant to
300 subsection (a) of this section and shall receive a per diem fee determined
301 on the basis of the prevailing rate for such services. [Whenever a panel
302 of three arbitrators is selected, the chairperson of such panel shall be the
303 impartial representative of the interests of the public in general.]

304 (2) The [chairperson of the arbitration panel or the single] arbitrator
305 shall set the date, time and place for a hearing to be held in the school
306 district between the fifth and twelfth day, inclusive, after such
307 [chairperson or such single] arbitrator is selected. At least five days prior
308 to such hearing, a written notice of the date, time and place of the
309 hearing shall be sent to the board of education and the representative
310 organization which are parties to the dispute. [, and, if a three-member
311 arbitration panel is selected or designated, to the other members of such
312 panel.] Such written notice shall also be sent, by registered mail, return

313 receipt requested, to the fiscal authority having budgetary responsibility
314 or charged with making appropriations for the school district, and a
315 representative designated by such body may be heard at the hearing as
316 part of the presentation and participation of the board of education. At
317 the hearing each party shall have full opportunity to submit all relevant
318 evidence, to introduce relevant documents and written material and to
319 argue on behalf of its positions. At the hearing a representative of the
320 fiscal authority having budgetary responsibility or charged with
321 making appropriations for the school district shall be heard regarding
322 the financial capability of the school district, unless such opportunity to
323 be heard is waived by the fiscal authority. The nonappearance of the
324 representative shall constitute a waiver of the opportunity to be heard
325 unless there is a showing that proper notice was not given to the fiscal
326 authority. The [chairperson of the arbitration panel or the single]
327 arbitrator shall preside over such hearing.

328 (3) The hearing may, at the discretion of the [arbitration panel or the
329 single] arbitrator, be continued but in any event shall be concluded
330 within twenty-five days after its commencement.

331 (4) After hearing all the issues, the [arbitrators or the single] arbitrator
332 shall, within twenty days, render a decision in writing, signed by [a
333 majority of the arbitrators or the single] the arbitrator, which states in
334 detail the nature of the decision and the disposition of the issues by the
335 [arbitrators or the single] arbitrator. The written decision shall include a
336 narrative explaining the evaluation by the [arbitrators or the single]
337 arbitrator of the evidence presented for each item upon which a decision
338 was rendered by the [arbitrators or the single] arbitrator and shall state
339 with particularity the basis for the decision as to each disputed issue and
340 the manner in which the factors enumerated in this subdivision were
341 considered in arriving at such decision, including, where applicable, the
342 specific similar groups and conditions of employment presented for
343 comparison and accepted by the [arbitrators or the single] arbitrator and
344 the reason for such acceptance. The [arbitrators or the single] arbitrator
345 shall file one copy of the decision with the commissioner, each town

346 clerk in the school district involved, the legislative body or bodies of the
347 town or towns for the school district involved, or, in the case of a town
348 for which the legislative body of the town is a town meeting or
349 representative town meeting, to the board of selectmen, and the board
350 of education and organization which are parties to the dispute. The
351 decision of the [arbitrators or the single] arbitrator shall be final and
352 binding upon the parties to the dispute unless a rejection is filed in
353 accordance with subdivision (7) of this subsection. The decision of the
354 [arbitrators or the single] arbitrator shall incorporate those items of
355 agreement the parties have reached prior to its issuance. At any time
356 prior to the issuance of a decision by the [arbitrators or the single]
357 arbitrator, the parties may jointly file with the [arbitrators or the single]
358 arbitrator, any stipulations setting forth contract provisions which both
359 parties agree to accept. In arriving at a decision, the [arbitrators or the
360 single] arbitrator shall give priority to the public interest and the
361 financial capability of the town or towns in the school district, including
362 consideration of other demands on the financial capability of the town
363 or towns in the school district. In assessing the public interest, equity
364 and stability of compensation models shall be valued and there shall be
365 a rebuttable presumption that the board of education shall maintain and
366 execute any obligations created by existing salary schedules that
367 provide for annual progression of employees' salaries from one step on
368 a salary schedule to another and any obligations regarding the
369 maintenance of health care benefits. In assessing the financial capability
370 of the town or towns, there shall be an irrebuttable presumption that a
371 budget reserve of five per cent or less is not available for payment of the
372 cost of any item subject to arbitration under this chapter. The [arbitrators
373 or the single] arbitrator shall further consider, in light of such financial
374 capability, the following factors: (A) The negotiations between the
375 parties prior to arbitration, including the offers and the range of
376 discussion of the issues; (B) the interests and welfare of the employee
377 group, including the maintenance of health care benefits; (C) changes in
378 the cost of living averaged over the preceding three years; (D) the
379 existing conditions of employment of the employee group and those of
380 similar groups; and (E) the salaries, fringe benefits, and other conditions

381 of employment prevailing in the state labor market, including the terms
382 of recent contract settlements or awards in collective bargaining for
383 other municipal employee organizations and developments in private
384 sector wages and benefits. The parties shall submit to the [arbitrators or
385 the single] arbitrator their respective positions on each individual issue
386 in dispute between them in the form of a last best offer. The [arbitrators
387 or the single] arbitrator shall resolve separately each individual
388 disputed issue by accepting the last best offer thereon of either of the
389 parties, and shall incorporate in a decision each such accepted
390 individual last best offer and an explanation of how the total cost of all
391 offers accepted was considered. The award of the [arbitrators or the
392 single] arbitrator shall not be subject to rejection by referendum. The
393 parties shall [each pay the fee of the arbitrator selected by or for them
394 and] share equally the fee of the [third arbitrator or the single] arbitrator
395 and all other costs incidental to the arbitration.

396 (5) The commissioner shall assist the [arbitration panel or the single]
397 arbitrator as may be required in the course of arbitration pursuant to
398 this section.

399 (6) If the day for filing any document required pursuant to this
400 section falls on Saturday, Sunday or a holiday, the time for such filing
401 shall be extended to the next business day thereafter.

402 (7) The award of the [arbitrators or single] arbitrator may be rejected
403 by the legislative body of the local school district or, in the case of a
404 regional school district, by the legislative bodies of the participating
405 towns. Such rejection shall be by a two-thirds majority vote of the
406 members of such legislative body or, in the case of a regional school
407 district, the legislative body of each participating town, present at a
408 regular or special meeting called and convened for such purpose within
409 twenty-five days of the receipt of the award. If the legislative body or
410 legislative bodies, as appropriate, reject any such award, they shall
411 notify, within ten days after the vote to reject, the commissioner and the
412 exclusive representative for the teachers' or administrators' unit of such
413 vote and submit to them a written explanation of the reasons for the

414 vote. [Within] Not later than ten days after receipt of such notice, the
415 exclusive representative of the teachers' or administrators' unit shall
416 prepare, and the board of education may prepare, a written response to
417 such rejection and shall submit it to such legislative body or legislative
418 bodies, as appropriate, and the commissioner. Within ten days after the
419 commissioner has been notified of the vote to reject, (A) the
420 commissioner shall select a review panel of three arbitrators or, if the
421 parties agree, a single arbitrator, who are residents of Connecticut and
422 labor relations arbitrators approved by the American Arbitration
423 Association and not members of the panel who issued the rejected
424 award, and (B) such arbitrators or single arbitrator shall review the
425 decision on each rejected issue. The review conducted pursuant to this
426 subdivision shall be limited to the record and briefs of the hearing
427 pursuant to subdivision (2) of this subsection, the written explanation of
428 the reasons for the vote and a written response by either party. In
429 conducting such review, the arbitrators or single arbitrator shall be
430 limited to consideration of the criteria set forth in subdivision (4) of this
431 subsection. Such review shall be completed [within] not later than
432 twenty days [of] after the appointment of the arbitrators or single
433 arbitrator. The arbitrators or single arbitrator shall accept the last best
434 offer of either of the parties. [Within] Not later than five days after the
435 completion of such review, the arbitrators or single arbitrator shall
436 render a final and binding award with respect to each rejected issue. The
437 decision of the arbitrators or single arbitrator shall be in writing and
438 shall include the specific reasons and standards used by each arbitrator
439 in making his decision on each issue. The decision shall be filed with the
440 parties. The reasonable costs of the arbitrators or single arbitrator and
441 the cost of the transcript shall be paid by the legislative body or
442 legislative bodies, as appropriate. Where the legislative body of the
443 school district is the town meeting, the board of selectmen shall have all
444 of the authority and responsibilities required of and granted to the
445 legislative body under this subdivision.

446 (8) The decision of the arbitrators or a single arbitrator shall be subject
447 to judicial review upon the filing by a party to the arbitration, within

448 thirty days following receipt of a final decision pursuant to subdivision
449 (4) or (7), as appropriate, of a motion to vacate or modify such decision
450 in the superior court for the judicial district wherein the school district
451 involved is located. The superior court, after hearing, may vacate or
452 modify the decision if substantial rights of a party have been prejudiced
453 because such decision is: (A) In violation of constitutional or statutory
454 provisions; (B) in excess of the statutory authority of the panel; (C) made
455 upon unlawful procedure; (D) affected by other error of law; (E) clearly
456 erroneous in view of the reliable, probative and substantial evidence on
457 the whole record; or (F) arbitrary or capricious or characterized by abuse
458 of discretion or clearly unwarranted exercise of discretion. In any action
459 brought pursuant to this subdivision to vacate or modify the decision of
460 the arbitrators or single arbitrator, reasonable attorney's fees, costs and
461 legal interest on salary withheld as the result of an appeal of said
462 decision may be awarded in accordance with the following: Where the
463 board of education moves to vacate or modify the decision and the
464 decision is not vacated or modified, the court may award to the
465 organization which is the exclusive representative reasonable attorney's
466 fees, costs and legal interest on salary withheld as the result of an appeal;
467 or, where the organization which is the exclusive representative moves
468 to vacate or modify the decision and the decision is not vacated or
469 modified, the court may award to the board of education reasonable
470 attorney's fees, costs and legal interest on salary withheld as the result
471 of an appeal.

472 (d) The commissioner and the arbitrators or single arbitrator shall
473 have the same powers and duties as the board under section 31-108 for
474 the purposes of mediation or arbitration pursuant to this section, and
475 subsection (c) of section 10-153d, and all provisions in section 31-108
476 with respect to procedure, jurisdiction of the Superior Court, witnesses
477 and penalties shall apply.

478 (e) The local or regional board of education and the organization
479 designated or elected as the exclusive representative for the appropriate
480 unit, through designated officials or their representatives, which are

481 parties to a collective bargaining agreement, and which, for the purpose
482 of negotiating with respect to salaries, hours and other conditions of
483 employment, mutually agree to negotiate during the term of the
484 agreement or are ordered to negotiate said agreement by a body of
485 competent jurisdiction, shall notify the commissioner of the date upon
486 which negotiations commenced [within] not later than five days after
487 said commencement. If the parties are unable to reach settlement not
488 later than twenty-five days after the date of the commencement of
489 negotiations, the parties shall notify the commissioner of the name of a
490 mutually selected mediator and shall conduct mediation pursuant to the
491 provisions of subsection (b) of this section, notwithstanding the
492 mediation time schedule of subsection (b) of this section. On the fourth
493 day next following the end of the mediation session or on the fiftieth
494 day following the date of the commencement of negotiations, whichever
495 is sooner, if no settlement is reached the parties shall commence
496 arbitration pursuant to the provisions of subsections (a), (c) and (d) of
497 this section, notwithstanding the reference to the budget submission
498 date.

499 (f) The State Board of Education shall adopt regulations pursuant to
500 chapter 54 concerning the method by which names of persons who are
501 impartial representatives of the interests of the public in general are
502 placed on lists submitted by the State Board of Education to the
503 Governor for appointment to the arbitration panel established pursuant
504 to subsection (a) of this section. Such regulations shall include, but not
505 be limited to (1) a description of the composition of the group which
506 screens persons applying to be such impartial representatives, which
507 group shall include representatives of local legislative and fiscal
508 authorities and local and regional boards of education and exclusive
509 bargaining representatives of certified employees, (2) application
510 requirements and procedures and (3) the selection criteria and process,
511 including an evaluation of an applicant's experience in arbitration. Such
512 regulations shall provide for a training program for applicants who lack
513 experience in arbitration but who are otherwise qualified and shall
514 describe the criteria for participation in the training program.

515 Sec. 8. Section 17a-101a of the general statutes is repealed and the
516 following is substituted in lieu thereof (*Effective July 1, 2024*):

517 (a) (1) Any mandated reporter, as described in section 17a-101, who
518 in the ordinary course of such person's employment or profession has
519 reasonable cause to suspect or believe that any child under the age of
520 eighteen years (A) has been abused or neglected, as described in section
521 46b-120, (B) has had nonaccidental physical injury, or injury which is at
522 variance with the history given of such injury, inflicted upon such child,
523 or (C) is placed at imminent risk of serious harm, or (2) any school
524 employee, as defined in section 53a-65, who in the ordinary course of
525 such person's employment or profession has reasonable cause to suspect
526 or believe that any person who is being educated by the Technical
527 Education and Career System, [or] a local or regional board of
528 education, other than as part of an adult education program, or a
529 nonpublic school, is a victim under the provisions of section 53a-70, 53a-
530 70a, 53a-71, 53a-72a, 53a-72b or 53a-73a, and the perpetrator is a school
531 employee shall report or cause a report to be made in accordance with
532 the provisions of sections 17a-101b to 17a-101d, inclusive.

533 [(b) (1) Any person required to report under the provisions of this
534 section who fails to make such report or fails to make such report within
535 the time period prescribed in sections 17a-101b to 17a-101d, inclusive,
536 and section 17a-103 shall be guilty of a class A misdemeanor, except that
537 such person shall be guilty of a class E felony if (A) such violation is a
538 subsequent violation, (B) such violation was wilful or intentional or due
539 to gross negligence, or (C) such person had actual knowledge that (i) a
540 child was abused or neglected, as described in section 46b-120, or (ii) a
541 person was a victim described in subdivision (2) of subsection (a) of this
542 section.

543 (2) Any person who intentionally and unreasonably interferes with
544 or prevents the making of a report pursuant to this section, or attempts
545 or conspires to do so, shall be guilty of a class D felony. The provisions
546 of this subdivision shall not apply to any child under the age of eighteen
547 years or any person who is being educated by the Technical Education

548 and Career System or a local or regional board of education, other than
549 as part of an adult education program.

550 (3) Any person found guilty under the provisions of this subsection
551 shall be required to participate in an educational and training program.
552 The program may be provided by one or more private organizations
553 approved by the commissioner, provided the entire cost of the program
554 shall be paid from fees charged to the participants, the amount of which
555 shall be subject to the approval of the commissioner.

556 (c) The Commissioner of Children and Families, or the
557 commissioner's designee, shall promptly notify the Chief State's
558 Attorney when there is reason to believe that any such person has failed
559 to make a report in accordance with this section.]

560 [(d)] (b) For purposes of this section and section 17a-101b, a
561 mandated reporter's suspicion or belief may be based on factors
562 including, but not limited to, observations, allegations, facts or
563 statements by a child, victim, as described in subdivision (2) of
564 subsection (a) of this section, or third party. Such suspicion or belief does
565 not require certainty or probable cause. Nothing in this section shall
566 preclude a mandated reporter from conducting a preliminary inquiry to
567 determine if reasonable cause exists for such mandated reporter to make
568 a report pursuant to subsection (a) of this section.

569 Sec. 9. Section 17a-101e of the general statutes is repealed and the
570 following is substituted in lieu thereof (*Effective July 1, 2024*):

571 (a) No employer shall (1) discharge, or in any manner discriminate or
572 retaliate against, any employee who in good faith makes a report
573 pursuant to sections 17a-101a to 17a-101d, inclusive, as amended by this
574 act, and 17a-103, testifies or is about to testify in any proceeding
575 involving child abuse or neglect, or (2) hinder or prevent, or attempt to
576 hinder or prevent, any employee from making a report pursuant to
577 sections 17a-101a to 17a-101d, inclusive, as amended by this act, and
578 17a-103, or testifying in any proceeding involving child abuse or neglect.

579 The Attorney General may bring an action in Superior Court against an
580 employer who violates this subsection. The court may assess a civil
581 penalty of not more than two thousand five hundred dollars and may
582 order such other equitable relief as the court deems appropriate.

583 (b) Any person, institution or agency [which, in good faith,] that (1)
584 makes or does not make, in good faith, a report pursuant to sections 17a-
585 101a to 17a-101d, inclusive, as amended by this act, and 17a-103, or (2)
586 provides, in good faith, professional medical intervention or assistance
587 in any proceeding involving child abuse and neglect, including, but not
588 limited to, (A) causing a photograph, x-ray or a physical custody
589 examination to be made, (B) causing a child to be taken into emergency
590 protective custody, (C) disclosing a medical record or other information
591 pertinent to the proceeding, or (D) performing a medically relevant test,
592 shall be immune from any liability, civil or criminal, which might
593 otherwise arise from or be related to the actions taken pursuant to this
594 subsection and shall have the same immunity with respect to any
595 judicial proceeding which results from such report or actions, provided
596 such person did not perpetrate or cause such abuse or neglect. The
597 immunity from civil or criminal liability extends only to actions done
598 pursuant to this subsection and does not extend to the malpractice of a
599 medical professional that results in personal injury or death.

600 (c) Any person who is alleged to have knowingly made a false report
601 of child abuse or neglect pursuant to sections 17a-101a to 17a-101d,
602 inclusive, as amended by this act, and 17a-103 shall be referred to the
603 office of the Chief State's Attorney for purposes of a criminal
604 investigation.

605 (d) Any person who knowingly makes a false report of child abuse or
606 neglect pursuant to sections 17a-101a to 17a-101d, inclusive, as amended
607 by this act, and 17a-103 shall be fined not more than two thousand
608 dollars or imprisoned not more than one year or both.

609 Sec. 10. Subsection (d) of section 17a-101i of the general statutes is
610 repealed and the following is substituted in lieu thereof (*Effective July 1,*

611 2024):

612 (d) If a school employee, as defined in section 53a-65, or any person
613 holding a certificate, permit or authorization issued by the State Board
614 of Education under the provisions of sections 10-144o to 10-149,
615 inclusive, is convicted of a crime involving an act of child abuse or
616 neglect as described in section 46b-120 or a violation of subdivision (2)
617 of subsection [(b) of section 17a-101a] (d) of section 17a-101o, as
618 amended by this act, or section 53-21, 53a-71 or 53a-73a against any
619 person, or a violation of section 53a-70, 53a-70a, 53a-72a or 53a-72b
620 against a victim, as described in subdivision (2) of subsection (a) of
621 section 17a-101a, as amended by this act, the state's attorney for the
622 judicial district in which the conviction occurred shall in writing notify
623 the superintendent of the school district or the supervisory agent of the
624 nonpublic school in which the person is employed and the
625 Commissioner of Education of such conviction.

626 Sec. 11. Section 17a-101o of the general statutes is repealed and the
627 following is substituted in lieu thereof (*Effective July 1, 2024*):

628 (a) If the Commissioner of Children and Families suspects or knows
629 that a mandated reporter, as defined in section 17a-101, [employed by a
630 local or regional board of education,] has failed to make a report that a
631 child has been abused or neglected or placed in immediate risk of
632 serious harm within the time period prescribed in sections 17a-101a to
633 [17a-101d] 17a-101c, inclusive, as amended by this act, [and section 17a-
634 103,] the commissioner shall make a record of such [delay] failure to
635 report and develop and maintain a database of such records. The
636 commissioner shall [investigate such delayed reporting. Such
637 investigation] conduct an assessment with respect to such failure to
638 report. Such assessment shall be conducted in accordance with the
639 policy developed in subsection (b) of this section, and include the
640 actions taken by the employing local or regional board of education or
641 superintendent of schools for the district in response to such employee's
642 failure to report.

643 (b) The Department of Children and Families shall develop a policy
644 for the [investigation of delayed reports by mandated reporters]
645 assessment of the failure of mandated reporters to make reports within
646 the time period prescribed in sections 17a-101a to 17a-101c, inclusive, as
647 amended by this act. Such policy shall include, but not be limited to,
648 when referrals to the appropriate law enforcement agency for [delayed
649 reporting] the failure to report are required and when the department
650 shall require mandated reporters who have been found to have [delayed
651 making a report] failed to make reports to participate in the educational
652 and training program pursuant to subsection [(b) of section 17a-101a]
653 (d) of this section.

654 (c) The Commissioner of Children and Families, or the
655 commissioner's designee, shall promptly notify the Chief State's
656 Attorney when there is reason to believe that a mandated reporter has
657 failed to make a report in accordance with sections 17a-101a to 17a-101c,
658 inclusive, as amended by this act.

659 (d) (1) Any person required to report under the provisions of section
660 17a-101a, as amended by this act, who fails to make such report or fails
661 to make such report within the time period prescribed in sections 17a-
662 101a to 17a-101c, inclusive, as amended by this act, shall be guilty of a
663 class A misdemeanor, except that such person shall be guilty of a class
664 E felony if (A) such violation is a subsequent violation, (B) such violation
665 was wilful or intentional or due to gross negligence, or (C) such person
666 had actual knowledge that (i) a child was abused or neglected, as
667 described in section 46b-120, or (ii) a person was a victim described in
668 subdivision (2) of subsection (a) of section 17a-101a, as amended by this
669 act.

670 (2) Any person who intentionally and unreasonably interferes with
671 or prevents the making of a report pursuant to section 17a-101a, as
672 amended by this act, or attempts or conspires to do so, shall be guilty of
673 a class D felony. The provisions of this subdivision shall not apply to
674 any child under the age of eighteen years or any person who is being
675 educated by the Technical Education and Career System, a local or

676 regional board of education, other than as part of an adult education
677 program, or a nonpublic school.

678 (3) Any person found guilty under the provisions of this subsection
679 shall be required to participate in an educational and training program.
680 The program may be provided by one or more private organizations
681 approved by the commissioner and the entire cost of the program shall
682 be paid from fees charged to the participants, the amount of which shall
683 be subject to the approval of the commissioner.

684 [(c)] (e) For purposes of this section, "child" includes any victim
685 described in subdivision (2) of subsection (a) of section 17a-101a, as
686 amended by this act.

687 Sec. 12. Subdivision (3) of subsection (i) of section 10-145b of the
688 general statutes is repealed and the following is substituted in lieu
689 thereof (*Effective July 1, 2024*):

690 (3) When the Commissioner of Education is notified, pursuant to
691 section 10-149a, as amended by this act, or 17a-101i, as amended by this
692 act, that a person holding a certificate, permit or authorization issued by
693 the State Board of Education under the provisions of sections 10-144o to
694 10-149, inclusive, has been convicted of (A) a capital felony, under the
695 provisions of section 53a-54b in effect prior to April 25, 2012, (B) arson
696 murder, pursuant to section 53a-54d, (C) a class A felony, (D) a class B
697 felony, except a violation of section 53a-122, 53a-252 or 53a-291, (E) a
698 crime involving an act of child abuse or neglect as described in section
699 46b-120, or (F) a violation of section [17a-101a] 17a-101o, as amended by
700 this act, 53-21, 53-37a, 53a-60b, 53a-60c, 53a-71, 53a-72a, 53a-72b, 53a-
701 73a, 53a-88, 53a-90a, 53a-99, 53a-103a, 53a-181c, 53a-191, 53a-196, 53a-
702 196c, 53a-216, 53a-217b or 21a-278 or subsection (a) of section 21a-277,
703 any certificate, permit or authorization issued by the State Board of
704 Education and held by such person shall be deemed revoked and the
705 commissioner shall notify such person of such revocation, provided
706 such person may request reconsideration pursuant to regulations
707 adopted by the State Board of Education, in accordance with the

708 provisions of chapter 54. As part of such reconsideration process, the
709 board shall make the initial determination as to whether to uphold or
710 overturn the revocation. The commissioner shall make the final
711 determination as to whether to uphold or overturn the revocation.

712 Sec. 13. Section 10-145i of the general statutes is repealed and the
713 following is substituted in lieu thereof (*Effective July 1, 2024*):

714 Notwithstanding the provisions of sections 10-144o to 10-146b,
715 inclusive, and 10-149, the State Board of Education shall not issue or
716 reissue any certificate, authorization or permit pursuant to said sections
717 if (1) the applicant for such certificate, authorization or permit has been
718 convicted of any of the following: (A) A capital felony, as defined under
719 the provisions of section 53a-54b in effect prior to April 25, 2012; (B)
720 arson murder, as defined in section 53a-54d; (C) any class A felony; (D)
721 any class B felony except a violation of section 53a-122, 53a-252 or 53a-
722 291; (E) a crime involving an act of child abuse or neglect as described
723 in section 46b-120; or (F) a violation of section [17a-101a] 17a-101o, as
724 amended by this act, 53-21, 53-37a, 53a-60b, 53a-60c, 53a-71, 53a-72a,
725 53a-72b, 53a-73a, 53a-88, 53a-90a, 53a-99, 53a-103a, 53a-181c, 53a-191,
726 53a-196, 53a-196c, 53a-216, 53a-217b or 21a-278 or a violation of
727 subsection (a) of section 21a-277, and (2) the applicant completed
728 serving the sentence for such conviction within the five years
729 immediately preceding the date of the application.

730 Sec. 14. Section 10-149a of the general statutes is repealed and the
731 following is substituted in lieu thereof (*Effective July 1, 2024*):

732 If a person holding a certificate, authorization or permit issued by the
733 State Board of Education under the provisions of sections 10-144o to 10-
734 149, inclusive, is convicted of a felony or fined pursuant to section [17a-
735 101a] 17a-101o, as amended by this act, the state's attorney or assistant
736 state's attorney for the judicial district in which the conviction or fine
737 occurred shall notify, in writing, the Commissioner of Education of such
738 conviction or fine.

739 Sec. 15. Subsection (a) of section 10-222c of the general statutes is
740 repealed and the following is substituted in lieu thereof (*Effective July 1,*
741 *2024*):

742 (a) No local or regional board of education, governing council of a
743 state or local charter school, interdistrict magnet school operator or
744 supervisory agent of a nonpublic school shall offer employment to an
745 applicant for a position, including any position which is contracted for,
746 if such applicant would have direct student contact, prior to such board,
747 council, operator or supervisory agent:

748 (1) Requiring of such applicant:

749 (A) To list the name, address and telephone number of each current
750 or former employer of the applicant, if such current or former employer
751 was a local or regional board of education, council, operator or
752 supervisory agent or if such employment otherwise caused the
753 applicant to have contact with children;

754 (B) A written authorization that (i) consents to and authorizes
755 disclosure by the employers listed under subparagraph (A) of this
756 subdivision of the information requested under subdivision (2) of this
757 subsection and the release of related records by such employers, (ii)
758 consents to and authorizes disclosure by the Department of Education
759 of the information requested under subdivision (3) of this subsection
760 and the release of related records by the department, and (iii) releases
761 those employers and the department from liability that may arise from
762 such disclosure or release of records pursuant to subdivision (2) or (3)
763 of this subsection; and

764 (C) A written statement of whether the applicant (i) has been the
765 subject of an abuse or neglect or sexual misconduct investigation by any
766 employer, state agency or municipal police department, unless the
767 investigation resulted in a finding that all allegations were
768 unsubstantiated, (ii) has ever been disciplined or asked to resign from
769 employment or resigned from or otherwise separated from any

770 employment while an allegation of abuse or neglect was pending or
771 under investigation by the Department of Children and Families, or an
772 allegation of sexual misconduct was pending or under investigation or
773 due to an allegation substantiated pursuant to section 17a-101g of abuse
774 or neglect, or of sexual misconduct or a conviction for abuse or neglect
775 or sexual misconduct, or (iii) has ever had a professional or occupational
776 license or certificate suspended or revoked or has ever surrendered such
777 a license or certificate while an allegation of abuse or neglect was
778 pending or under investigation by the department or an investigation
779 of sexual misconduct was pending or under investigation, or due to an
780 allegation substantiated by the department of abuse or neglect or of
781 sexual misconduct or a conviction for abuse or neglect or sexual
782 misconduct;

783 (2) Conducting a review of the employment history of the applicant
784 by contacting those employers listed by the applicant under subdivision
785 (1) of this subsection. Such review shall be conducted using a form
786 developed by the Department of Education in accordance with section
787 3 of public act 16-67 that shall request (A) the dates of employment of
788 the applicant, and (B) a statement as to whether the employer has
789 knowledge that the applicant (i) was the subject of an allegation of abuse
790 or neglect or sexual misconduct for which there is an investigation
791 pending with any employer, state agency or municipal police
792 department or which has been substantiated, unless such substantiation
793 has been reversed as a result of an appeal conducted pursuant to section
794 17a-101k; (ii) was disciplined or asked to resign from employment or
795 resigned from or otherwise separated from any employment while an
796 allegation of abuse or neglect or sexual misconduct was pending or
797 under investigation, or due to a substantiation of abuse or neglect or
798 sexual misconduct, unless such substantiation has been reversed as a
799 result of an appeal conducted pursuant to section 17a-101k; or (iii) has
800 ever had a professional or occupational license, certificate, authorization
801 or permit suspended or revoked or has ever surrendered such a license,
802 certificate, authorization or permit while an allegation of abuse or
803 neglect or sexual misconduct was pending or under investigation, or

804 due to a substantiation of abuse or neglect or sexual misconduct, unless
805 such substantiation has been reversed as a result of an appeal conducted
806 pursuant to section 17a-101k. Such review may be conducted
807 telephonically or through written communication. Notwithstanding the
808 provisions of subsection (g) of section 31-51i, not later than five business
809 days after any such current or former employer of the applicant receives
810 a request for such information, such employer shall respond with such
811 information. A local or regional board of education, council, operator or
812 supervisory agent may request more information concerning any
813 response made by a current or former employer, and, notwithstanding
814 the provisions of said subsection (g), such employer shall respond not
815 later than five business days after receiving such request; and

816 (3) Requesting information from the Department of Education
817 concerning (A) the eligibility status for employment of any applicant for
818 a position requiring a certificate, authorization or permit issued
819 pursuant to chapter 166, (B) whether the department has knowledge
820 that a finding has been substantiated by the Department of Children and
821 Families pursuant to section 17a-101g of abuse or neglect or of sexual
822 misconduct against the applicant and any information concerning such
823 a finding, and (C) whether the department has received notification that
824 the applicant has been convicted of a crime or of criminal charges
825 pending against the applicant and any information concerning such
826 charges.

827 Sec. 16. Subsection (m) of section 10-222c of the general statutes is
828 repealed and the following is substituted in lieu thereof (*Effective July 1,*
829 *2024*):

830 (m) No local or regional board of education, council, operator or
831 supervisory agent shall offer employment to any applicant who had any
832 previous employment contract terminated by a board, council, operator
833 or supervisory agent or who resigned from such employment, if such
834 person has been convicted of a violation of section [17a-101a] 17a-101o,
835 as amended by this act, when an allegation of abuse or neglect or sexual
836 assault has been substantiated.

837 Sec. 17. Section 10-221s of the general statutes is repealed and the
838 following is substituted in lieu thereof (*Effective July 1, 2024*):

839 (a) Each local and regional board of education shall post the
840 telephone number for the Careline operated by the Department of
841 Children and Families, pursuant to section 17a-103a, and the Internet
842 web site address that provides information about the Careline in a
843 conspicuous location frequented by students in each school under the
844 jurisdiction of the board. Such posting shall be in various languages that
845 are the most appropriate for the students enrolled in the school.

846 (b) A local or regional board of education shall permit and give
847 priority to any investigation conducted by the Commissioner of
848 Children and Families or the appropriate local law enforcement agency
849 that a child has been abused or neglected pursuant to sections 17a-101a
850 to 17a-101d, inclusive, as amended by this act, and section 17a-103. Such
851 board of education shall conduct its own investigation and take any
852 disciplinary action, in accordance with the provisions of section 17a-
853 101i, as amended by this act, upon notice from the commissioner or the
854 appropriate local law enforcement agency that such board's
855 investigation will not interfere with the investigation of the
856 commissioner or such local law enforcement agency. A preliminary
857 inquiry described in subsection (b) of section 17a-101a, as amended by
858 this act, shall not be considered an investigation conducted by a board
859 of education under this section.

860 Sec. 18. (*Effective from passage*) Not later than October 1, 2024, the
861 Commissioner of Children and Families shall update the educational
862 training program and refresher training program for the accurate and
863 prompt identification and reporting of child abuse and neglect,
864 developed pursuant to subsection (c) of section 17a-101 of the general
865 statutes, to include training for school employees, as defined in section
866 53a-65 of the general statutes, on (1) the proper manner in which to
867 conduct a preliminary inquiry described in subsection (b) of section 17a-
868 101a of the general statutes, as amended by this act, and (2) the
869 provisions of section 10-221s of the general statutes, as amended by this

870 act.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2024</i>	New section
Sec. 2	<i>July 1, 2024</i>	New section
Sec. 3	<i>from passage</i>	New section
Sec. 4	<i>July 1, 2024</i>	31-3i(a)
Sec. 5	<i>July 1, 2024</i>	10-144d(e)
Sec. 6	<i>July 1, 2024</i>	10-151(d)
Sec. 7	<i>July 1, 2024</i>	10-153f
Sec. 8	<i>July 1, 2024</i>	17a-101a
Sec. 9	<i>July 1, 2024</i>	17a-101e
Sec. 10	<i>July 1, 2024</i>	17a-101i(d)
Sec. 11	<i>July 1, 2024</i>	17a-101o
Sec. 12	<i>July 1, 2024</i>	10-145b(i)(3)
Sec. 13	<i>July 1, 2024</i>	10-145i
Sec. 14	<i>July 1, 2024</i>	10-149a
Sec. 15	<i>July 1, 2024</i>	10-222c(a)
Sec. 16	<i>July 1, 2024</i>	10-222c(m)
Sec. 17	<i>July 1, 2024</i>	10-221s
Sec. 18	<i>from passage</i>	New section

ED

Joint Favorable Subst. C/R

APP