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## **OFA Bill Analysis**

### **HB 5446**

#### ***AN ACT CONCERNING TEACHERS' DISABILITY AND RETIREMENT BENEFITS AND PARAEDUCATORS' SALARY AND RETIREMENT CONTRIBUTIONS.***

#### **SUMMARY:**

The bill makes several changes to paraeducator benefits and requires a study conducted by the Teachers' Retirement System (TRS) chief administrative officer. The bill requires: (1) study of teachers' disability and retirement benefits, (2) minimum salary for paraeducators, and (3) inclusion of paraeducators into municipal employee retirement systems.

EFFECTIVE DATE: July 1, 2026, except Section 1 is effective from passage.

#### **Feasibility Study**

The bill requires the chief administrative officer of TRS, in consultation with the presidents of both the Connecticut Education Association and AFT Connecticut, to study (1) the feasibility of allowing retired teachers to be reemployed full-time by local and regional boards of education without including the salary earned in their pension calculations, and (2) retroactive application of disability allowance after leaving employment.

Currently, retired teachers are allowed to be reemployed subject to certain limitations. Members can be reemployed and earn up to 45% of the maximum salary for their position, including benefits, while still collecting a monthly pension benefit. Members may return to work full-time if they suspend their pension payments. Collecting a pension payment while working full-time results in the excess salary being reimbursed to the Teachers' Retirement Board.

Disability allowance is available to active teachers who are certified

as disabled by the Connecticut Teachers' Retirement Board Medical Review Committee, and either have five years of credited service or became disabled while performing within their scope of employment. Members receiving a disability allowance are converted to a normal retirement benefit at age 60.

EFFECTIVE DATE: Upon passage

### **Paraeducator Salary Minimum**

The bill establishes a minimum salary of \$45,000 annually for paraeducators working full-time. It requires the Office of Policy and Management to provide a subsidy to local or regional boards of education for the difference between the annual salary as of July 1, 2026, and the newly established minimum under this bill.

EFFECTIVE DATE: July 1, 2026

### **Paraeducator Pension**

Paraeducators do not qualify for TRS. Instead, the bill requires local and regional boards of education employing paraeducators to pay, on their behalf, the employee's contribution to participate in the municipal retirement system or any other retirement system in which the board participates. Under the bill, the Comptroller will reimburse such boards of education half of these costs. There is additionally a corresponding employer contribution rate that boards of education must pay to participate in a retirement system, which will not be reimbursed.

EFFECTIVE DATE: July 1, 2026

### **COMMITTEE ACTION**

Appropriations Committee

Joint Favorable Report

Yea 39 Nay 13 (04/01/2026)