

**X.A.**

**Connecticut State Board of Education  
Hartford**

**To Be Proposed:**

November 5, 2025

**Resolved**, That the State Board of Education, pursuant to subsection (a) of Section 10-153f of the Connecticut General Statutes, recommends Janis Jerman, Richard Kosinski, William DeVane Logue, Dennis Murphy, Glenn Powell, Michael Ricci, Gerald Weiner, and Linda Yelmini for reappointment as impartial arbitrators representing the interests of the public in general, and directs the Commissioner to take the necessary action.

Approved by a vote of \_\_\_\_\_ this fifth day of November, Two Thousand Twenty-Five.

Signed: \_\_\_\_\_  
Charlene M. Russell-Tucker, Secretary  
State Board of Education

**Connecticut State Board of Education  
Hartford**

TO: State Board of Education

FROM: Charlene M. Russell-Tucker, Commissioner of Education

DATE: November 5, 2025

SUBJECT: Reappointment of Impartial Arbitrators

**Introduction**

Collective bargaining between school boards and certified staff is regulated by the Teacher Negotiation Act (TNA), Connecticut General Statutes (“CGS”) Section 10-153a *et seq.* This Act prohibits strikes by such school employees and instead provides for impasse resolution through binding arbitration of disputes in negotiations. Pursuant to the TNA, if an agreement has not been reached within the period prescribed therein, the parties (the board of education and the union) must name, by mutual agreement, a single impartial arbitrator or, in the alternative, a panel of three arbitrators consisting of their respective party arbitrators and an impartial arbitrator. Arbitrators must be selected from the Arbitration Panel of the Connecticut State Department of Education (“CSDE”).

Subsection (a) of Section 10-153f of the CGS requires the Governor to appoint, with the advice and consent of the General Assembly, not less than 24 nor more than 29 members of the CSDE Arbitration Panel. Of these panel members, not less than 10 or more than 15 shall be impartial arbitrators representing the interests of the public in general, selected from the list of names submitted by the Connecticut State Board of Education (“CSBE”).

The Governor appoints impartial arbitrators from a list of names submitted by the CSBE. Such arbitrators shall serve a term of four years, except that each arbitrator shall hold office until a successor is appointed. The following impartial arbitrators’ terms ended as of June 30, 2024: Glenn Powell, Michael Ricci, Dennis Murphy, and Linda Yelmini. The following impartial arbitrators’ terms ended as of June 30, 2025: Richard Kosinski, William DeVane Logue, and Gerald Weiner.

**Discussion**

The process for recruitment is detailed in the Regulations, which require extensive and specific qualifications for eligibility and an intricate process for reviewing applications, conducting interviews, and selecting candidates. Candidates, at a minimum, must be residents of Connecticut, have extensive experience in public sector collective bargaining and interest impasse resolution, knowledge and experience in conducting hearings, knowledge of the TNA, other relevant labor laws, public sector finance, contract negotiation, and labor relations. Candidates are selected by a group of representatives from the teachers’ and administrators’

unions, municipalities, state agencies and boards of education. Pursuant to the regulations, the vote of the interview committee in favor of a candidate must be unanimous.

Impartial arbitrators are not employees of the CSDE and serve only if selected by the parties for a specific arbitration hearing. Each person appointed as an impartial arbitrator receives a per diem fee for any day during which they are engaged in the arbitration of a dispute. Such per diem rate is set by the individual arbitrator in accordance with the prevailing rate for such services. The parties to the dispute pay the per diem fee directly to the arbitrator. As noted above, each arbitrator shall serve a term of four years but shall continue to serve as an arbitrator until a successor is appointed.

There have been few arbitration proceedings in the past four years. However, the CSDE received positive feedback for those arbitrators who were selected to conduct hearings.

### **Recommendation**

I recommend that the CSBE recommend the reappointment of Janis Jerman, Richard Kosinski, William DeVane Logue, Glenn Powell, Michael Ricci, Dennis Murphy, Gerald Weiner, and Linda Yelmini.

### **Follow-up Activities**

Upon approval by the CSBE, the Division of Legal and Governmental Affairs (“DLGA”) will submit the names of the recommended arbitrators to the Governor for approval. If the arbitrators are reappointed, there will be 9 impartial arbitrators on the Arbitration Panel. However, the statute requires a minimum number of 10 arbitrators. Therefore, DLGA is planning to conduct the recruitment process in the future to increase the number of available impartial arbitrators.

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