

## HB 2001 -6 STAFF MEASURE SUMMARY

### House Committee On Rules

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**Meeting Dates:** 4/30

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#### **WHAT THE MEASURE DOES:**

Defines diverse and diversity ratio. Modifies definitions of competence and merit. Requires school districts facing budgetary constraints to prioritize teachers for retention based on seniority, unless a teacher being retained has more merit and the retention of the teacher maintains the school district's diversity ratio. Applies to contracts entered into on or after the measure's passage. Declares emergency, effective on passage.

#### **ISSUES DISCUSSED:**

- Benefits of educator diversity for students
- Current policies that discourage retention of diverse educators

#### **EFFECT OF AMENDMENT:**

-6 Replaces Sections 1 and 2 of the measure. Modifies definitions of merit and competence. Includes work assignments requiring teachers to work at least 50 percent of the time either at a school where at least 25 percent of the student population is diverse or at programs, schools, or in districts where at least 25 percent of the student population is diverse in definition of cultural or linguistic expertise. Defines diversity ratio as ratio of diverse teachers employed by district to diverse students enrolled in district nonchartered public schools calculated over a three-year period. Requires districts reducing staff to prioritize seniority but retain qualified teachers with cultural or linguistic expertise with less seniority if the release of the teacher would decrease district's diversity ratio. When prioritizing retention of teachers who do not have cultural or linguistic expertise, requires districts to prioritize seniority, or competence or merit under certain circumstances.

#### **BACKGROUND:**

Currently, ORS 342.934 requires school districts to prioritize the retention of its most senior teachers in the event of layoffs, and allows a district to retain a teacher with less experience only if it can determine that the teacher being retained is more competent or has more merit. House Bill 2001 requires districts to retain teachers that have more merit and would maintain the district's diversity ratio in the event of layoffs, and defines diversity ratio as the ratio of teachers that are Black, Hispanic, Asian or Pacific Islander, Native American, or non-native English speakers to students who share those characteristics.