

**FISCAL IMPACT OF PROPOSED LEGISLATION**

81st Oregon Legislative Assembly – 2021 Regular Session  
Legislative Fiscal Office

**Measure: HB 2001 A**

*Only Impacts on Original or Engrossed  
Versions are Considered Official*

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**Measure Description:**

Requires school district that is making reductions in educator staff positions to retain teacher with less seniority if teacher has more merit and if retention of teacher is necessary to maintain school district's diversity ratio.

**Government Unit(s) Affected:**

School Districts

**Summary of Fiscal Impact:**

Costs related to the measure are indeterminate at this time - See explanatory analysis.

**Summary of Expenditure Impact:**

See Analysis.

**Analysis:** The measure defines a diversity ratio, modifies definitions of competence and merit, and 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.

The fiscal impact for this measure is indeterminate and won't be known until a school district or education service district begins collective bargaining and the district is challenged on competence or merit in personnel decisions.

There is not a fiscal impact for the Oregon Department of Education.