

**HB 2001 A STAFF MEASURE SUMMARY****Carrier:** Rep. Kotek**House Committee On Rules****Action Date:** 05/21/21**Action:** Do pass with amendments. (Printed A-Eng.)**Vote:** 7-0-0-0**Yeas:** 7 - Bonham, Drazan, Fahey, Holvey, Salinas, Smith Warner, Zika**Fiscal:** Fiscal impact issued**Revenue:** No revenue impact**Prepared By:** Lisa Gezelter**Meeting Dates:** 4/30, 5/4, 5/21**WHAT THE MEASURE DOES:**

Establishes definition of cultural or linguistic expertise, including consideration of a teacher's linguistic ability, completion of certain teacher pathway programs, or current work assignment. Requires school districts to make every reasonable effort to maintain proportion of teachers with cultural or linguistic expertise compared to teachers without cultural or linguistic expertise prior to making any layoff decisions relating to teaching staff. Requires school districts reducing teaching positions due to budgetary constraints or administrative decisions to prioritize teachers for retention based on seniority, unless the release of a teacher with cultural or linguistic expertise who has less seniority would result in a lesser proportion of teachers with cultural or linguistic expertise compared to teachers without such expertise. Among teachers without cultural or linguistic expertise, requires school districts to prioritize seniority but allows districts to prioritize competence or merit if the district determines that the teacher being retained has more competence or merit than a teacher with more seniority. Adds exception to lots-based system of breaking ties in seniority for situations in which the release of a qualified teacher with cultural or linguistic expertise and equal seniority would result in a lesser proportion of teachers with cultural or linguistic expertise compared to teachers without such expertise. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

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

**EFFECT OF AMENDMENT:**

Replaces Sections 1 and 2 of the measure.

**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 A requires districts to prioritize seniority but retain teachers with less seniority in order to maintain the proportion of teachers with cultural and linguistic expertise compared to teachers without such expertise. The measure maintains the current permissive structure for districts to retain teachers with less seniority but who are determined to have more competency or merit.